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Mr. Jones' Files

December 18, 1924.

Hon. Carl Phillips,
U. S. Dept. of Labor,
Washington, D. C.

Dear Sir:

I am enclosing herewith a copy of letter that we are writing Hon. Francis I. Jones. Mr. McGrath, his representative here is enthusiastic of the proposed relationship of our organization with the United States Employment Service. It may not be necessary, but I am asking that you camp on the trail of Director Jones until this matter is closed. Keep me posted as to developments and advise the next steps.

Thanks awfully.

Yours very truly,

Jesse O. Thomas

Jesse O. Thomas,
Field Secretary,
National Urban League.

JOT/OEB

D. L. C.

COPY.

Hon. Francis I. Jones,
Dept. of Labor,
Washington, D. C.

Dear Sir:

As per your suggestion I have conferred with Mr. J. P. McGrath, with reference to the cooperation of the Urban League Employment Agency with the United States Employment Service. Mr. McGrath heartily approves of the method of cooperation with other agencies in the community sustained with your service. He promised to write you a letter, expressing his approval in this connection. I presume you have heard from him by this time. The person whom we would recommend for the one dollar a year service is named Mrs. L. L. Craig.

We shall be glad to hear from you as to whatever qualifications are necessary for us to secure the cooperation mentioned in your address in our meeting in Cleveland.

Thanking you for the manifestation of your interest in our work and the desire to cooperate with us.

Yours very truly,

Jesse O. Thomas, Field Secretary
National Urban League.

JOT/OEB

ST. PAUL URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES

61 EAST SIXTH STREET ROOM 308 ST. PAUL, MINN.

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Dec. 18, 1924.

Hon. Karl Phillips,
U.S. Department of Labor,
Division of Mediation and Conciliation,
Washington, D.C.

Dear Sir:

Our mutual friend, Mr. Frederick D. McCracken said that while he was connected with the Department of Labor with Dr. Haynes- a survey was made in Washington, of the Negro in industry and much valuable data was gathered concerning colored employees in laundries.

The St. Paul Urban League is making an effort to open laundries in this district to colored men and women. If you can send us this information or any other of value, I will appreciate it very much. I would like to get some sort of report from laundries in the district- authenticated by special agents.

Answer please as soon as convenient.

Sincerely yours,

E.A. Carter,
Executive Secretary.

EAC/BH.

December 22, 1924.

Mr. Jesse O. Thomas,
Field Secretary, National Urban League,
200 Auburn Avenue,
Atlanta, Ga.

My dear Mr. Thomas:

I have your letter of December 18th, enclosing copy of your letter to Director-General Jones, of the U. S. Employment Service.

I shall be pleased to follow up the matter with Mr. Jones. In the meantime, will you not kindly advise me whether or not there is any duplication of work between your office and the office of Mr. McGrath in placement efforts, etc.

With the greetings of the season, I am

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

P. S. On several occasions Mr. Jones has expressed to me his anxiety and hope to consummate the arrangement with which you and he are concerned. I know that he will do his full part, in accordance with his promises.

January 5, 1925.

Mr. E. A. Carter,
Executive Secretary, St. Paul Urban League,
61 East Sixth Street,
St. Paul, Minn.

My dear Mr. Carter:

I very much regret that earlier reply to your letter of December 18th has not been made. I was out of the office upon official business during the latter part of December, and am just catching up with correspondence at this time.

Inasmuch as the original laundry releases of this office were exhausted some time ago, I am sending you a rough typewritten duplicate, which I trust may be of some use. The summaries shown were gathered from questionnaires, of which the enclosure is a sample. I regret that I have not the time this morning to arrange a better schedule for you, based upon the occupations of some of the giant laundries of New York City. If you will keep in touch with me I shall be glad to do this at a later date.

In the meantime, I wish you great success in "getting on" some Negro laundry hands in your city. They are doing remarkable work in this industry in other northern cities, and in New York are engaged in virtually every occupation at the plant.

Assuring you that the services of this office are ever at your disposal, I am

Cordially yours,

Karl F. Phillips,
Commissioner of Conciliation.

P. S. Kindly give my warmest greetings to Fred McCracken. Ask him to write to me at his earliest convenience.

February 14, 1925.

Mr. Alonzo C. Thayer,
Civic and Industrial Secretary,
Chicago Urban League,
3032 South Wabash Avenue,
Chicago, Ill.

My dear Mr. Thayer:

The Secretary of Labor has referred to me, for reply, your inquiry of February 12th, just as I am leaving for Detroit and other points in Michigan, Ohio, and Pennsylvania. I shall return to the office here on next Saturday morning, and shall be glad, at that time, to give your letter my very best attention.

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

p
p

COMMERCE SUBSCRIPTIONS INVESTIGATING COMMITTEE FOR THE REGULAR PERIOD ENDING NOVEMBER THIRTIETH, NINETEEN HUNDRED AND TWENTY-THREE

3032 SOUTH WABASH AVENUE
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TOLEDO, O.
YOUNGSTOWN, OHIO

February 12, 1925

FEB 14 1925

Secretary of Labor Davis
Washington, D. C.

My dear Mr. Davis:

You, no doubt, are acquainted with the work of the Chicago Urban League and its effort in placing Negroes in employment. We are very much interested in getting information, insofar as your office may be able to supply us, about Negro labor in the following cities:

Evanston, Ill.
Waukegan, "
Elgin, "
Joliet, "
Peoria, "
Kankakee, "
Aurora, "
East St. Louis, Ill.
Michigan City, Ind.
Hammond, "
Valparaiso, "
La Porte, "
Kenosha, Wis.
Racine, "
St. Paul, Minn.
Minneapolis, Minn.

Yours truly,

Alonzo C. Trayer.

Civic & Industrial Secretary.

ACT:C

N.B. The Inquiry pertains Especially to the number of Negroes at work in these cities.

T.

CHICAGO URBAN LEAGUE

ENDORSED BY THE CHICAGO ASSOCIATION OF COMMERCE SUBSCRIPTIONS INVESTIGATING COMMITTEE FOR THE REGULAR PERIOD ENDING NOVEMBER THIRTIETH, NINETEEN HUNDRED AND TWENTY-THREE

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YOUNGSTOWN, OHIO

March 23, 1925

Mr. Karl F. Phillips,
Commissioner of Conciliation
Department of Labor
Washington, D. C.

My dear Mr. Phillips:

On February 12th I wrote Mr. Davis, Secretary of Labor, for certain information concerning the numbers of Negro laborers in various cities, which no doubt you will find in the letter file. Will you kindly forward me this information at your earliest convenience?

Yours truly,

Alonzo C. Thayer.

Civic & Industrial Sec'y

ACT:C

CHICAGO URBAN LEAGUE

ENDORSED BY THE CHICAGO ASSOCIATION OF COMMERCE SUBSCRIPTIONS INVESTIGATING COMMITTEE FOR THE REGULAR PERIOD ENDING NOVEMBER THIRTIETH, NINETEEN HUNDRED AND TWENTY-THREE

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April 13, 1925

Mr. Carl F. Phillips,
Commissioner of Conciliation
Department of Labor
Washington, D. C.

My dear Mr. Phillips:

On February 12th I wrote the Secretary of Labor for certain information and was advised, in reply by you on February 14th, that you would give this matter your very best attention after your return the latter part of February.

On March 23rd I again wrote you requesting this information. Fearing lest you have misplaced my letter to you, I am enclosing a copy of same.

Will you kindly advise me whether this information is available at this time. I shall greatly appreciate whatever information along this line your efforts will give.

Yours truly,

Alonzo C. Thomas

Civic & Industrial Sec'y

Encl.
ACT:C

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The Urban League of St. Louis

(Formerly Urban League of the St. Louis Provident Association)

Member of the Community Fund of St. Louis
Member of Community Council of St. Louis
Affiliated with the National Urban League for Social Work Among Negroes

615 NORTH JEFFERSON AVENUE
ST. LOUIS, MO.

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GORDON H. SIMPSON
Executive Secretary

OBJECTS

To promote co-ordination and co-operation of agencies and individuals interested in the welfare of the Negro.

To improve the social, industrial, and economic conditions among Negroes of St. Louis, emphasis being placed on health, education, employment, housing and delinquency.

To procure better facilities for Negroes thru public and private agencies.

To foster inter-racial co-operation whenever and wherever practicable and helpful to both races.

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Richmond, Va.
Savannah
Springfield, Mass.
St. Louis
Tampa, Fla.
Toledo, Ohio
Westfield, N. J.
White Plains, N. Y.
Youngstown, Ohio

Apr. 23, 1925.

Mr. Carl Phillips,
Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

It occurred to me that you doubtless would be interested in reading and having for future reference a review of the work of the Urban League of St. Louis presented at the Annual Meeting Friday, April 3rd. I am therefore sending you a marked copy of the St. Louis Argus of April 17th which contains an article on our work.

Very truly yours,

Gordon H. Simpson

Gordon H. Simpson,
Executive Secretary.

GHS/MEC

April 27, 1925.

Mr. Gordon H. Simpson,
Executive Secretary, Urban League of St. Louis,
615 N. Jefferson Avenue,
St. Louis, Mo.

My dear Mr. Simpson:

I thank you for your courtesy in sending me copy of St. Louis Argus, containing the review of the splendid work which you have been doing. We are very glad to have the information. As you know, Secretary of Labor Davis is much interested in the work of the Urban League, and since I have had the honor of being his official representative in the particular matters pertaining to Negro labor, a fine bond of reciprocal cooperation has obtained between this office and the many branches of the Urban League. In fact, I am expecting Mr. Hill to attend a conference with the Secretary on Tuesday, and if an interesting report ensues, I shall send you a copy.

With kind regards, and with appreciation for your keeping this office in mind, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

p
p

MEMBER OF THE COMMUNITY CHEST

MEMBER OF THE NAT'L. URBAN LEAGUE

THE LOUISVILLE URBAN LEAGUE

INCORPORATED 1921

For Social Service Among Negroes

613 W. WALNUT STREET

LOUISVILLE, KY.

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Dec. 2, 1925.

Mr. Carl Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

I have discussed my plans with Mrs. Hert and other local officials. Mrs. Hert thinks well of my plan and requested a copy which she mailed to Senator Ernest. I will be in Washington the latter part of January and hope to have a brief conference with Senator Ernest, relative to this matter. I will write you definitely before coming as I wish to discuss a number of matters with you.

Trusting that I shall hear from you soon relative to your conference with Senator Ernest referred to in your letter of November 9th, I am

Very truly yours,

JMR:EM

Executive Secretary.

May 5, 1925.

Mr. Alonzo C. Thayer,
Civic and Industrial Secretary,
Chicago Urban League,
3032 South Wabash Avenue,
Chicago, Ill.

My dear Mr. Thayer:

I am quite sure that your impression of this particular office is decidedly unfavorable on account of my apparent laxity in giving attention to your requests concerning Negro employment in Evanston, Ill., and other Illinois and Indiana cities, etc. I wish, however, to file a plea of general illness caused by excessive road work and the pressure of urgent office matters which has invariably followed my return to Washington, D. C., after each trip. Further delay was entailed in my endeavoring to comply explicitly with your request for figures relating to "the number of Negroes at work in these cities," which, I regret, are not even yet available.

Under these circumstances, I am still slightly at loss as to how to help you secure the information you desire. However, if a general statement as to the labor situation, as it affects Negro workers in the cities named, is desired I shall be glad to prepare the same for you specially. If you desire this, kindly wire me "Official Business -- U. S. Government, Collect" and I shall prepare the statement at once. I make this suggestion because I assume that with your office in close proximity to Evanston, and with Mr. Carter and Mr. Simpson at St. Paul and St. Louis, respectively, the Urban League is in a better position than is this office to secure detailed facts and figures. I am anxious, however, to cooperate with the Urban League in the fullest manner possible, and will be pleased to have your further suggestions.

Very truly yours,

Karl F. Phillips,
Commissioner of Conciliation.

P. S. Have just had a pleasant conference with Mr. T. Arnold Hill.

MEMBER OF THE COMMUNITY CHEST

MEMBER OF THE NAT'L. URBAN LEAGUE

THE LOUISVILLE URBAN LEAGUE

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Executive Secretary

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Dean McCready
Mrs. Bertha Whedbee

January 21, 1926.

Mr. Carl Phillips,
Commissioner of Conciliation,
U. S. Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

I will arrive in your city at one o'clock Wednesday, January 27th. I will stop at 1745 Oregon Ave., the residence of Mrs. W. H. Jones. Please phone me during the afternoon.

Very truly yours,

J. M. Ragland

Executive Secretary.

JMR:GM

ENDORSED BY THE CHICAGO ASSOCIATION OF COMMERCE SUBSCRIPTIONS INVESTIGATING COMMITTEE for the REGULAR PERIOD ENDING NOVEMBER THIRTIETH, NINETEEN HUNDRED AND AND TWENTY-FIVE.

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February 12, 1926.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

Have just received the copy of the 1925 Annual Report of the Secretary of Labor you sent, for which I am very grateful to you.

With best wishes, I am

Yours truly,

J. M. Robinson.

INDUSTRIAL SECRETARY

HNP*K

Mr Seaver

NATIONAL URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES

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October
5th,
1926

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D. C.

My dear Mr. Phillips:-

I thank you for your kind letter of September 29th and for the information it contained to the effect that we have been placed on the mailing lists of the bureaus of the Department of Labor. I do not wish to trouble you to make a special copy of the Ohio Survey for me. I am planning a trip through Ohio and thought that I might be saved some steps and work by reading your report which would serve as a guide to me. If you think that the report will be ready by the first of the year, then do not bother to make a special summary for my benefit.

Sincerely yours,

T. Arnold Hill

T. Arnold Hill,
Director.

T.H:V.F

ENDORSED BY NATIONAL INFORMATION BUREAU

News release - Nov. 13th, 1926

Urban League

URBAN LEAGUE REPORTS ON INDUSTRY FOR OCTOBER

Bulletin No. 8 of the Industrial Relations Department of the National Urban League summarizes employment conditions throughout the country as follows:

Labor conditions remain practically unchanged throughout the country. This report comes from such widely scattered districts as Michigan, North Carolina, Ohio, Pennsylvania, Georgia, Missouri, Indiana, Texas, Arkansas, Kentucky, Illinois, and New York.

MIGRATION

There is still a movement of labor in the cotton areas of Missouri, Texas, and Arkansas. According to Texas estimates [illegible] there is a demand for [illegible] in that state. [illegible] reports an influx of workers during the last two months - most of them from the North. Colored families are leaving St. Louis because of lack of industrial opportunities. The factories there which had promised to try a few colored workers say that they cannot [illegible] at this time.

DISCRIMINATION

Colored waitress in Pershing Palace, Chicago, were replaced by white, when a change was made in the management. A call was made at the Brooklyn Y. M. C. A. from Philadelphia for a designer [illegible] when a colored man was sent to apply for the position.

°°°ORGANIZED LABOR°°°

The fifty colored members of the Paper Box Makers' [illegible] New York have been taking an active part in the strike of the [illegible] box workers. On the other hand, there is an effort being made [illegible] the strike by the use of colored girls. An effort is being made to organize unskilled labor in Pittsburgh, Pa. Colored girls in a [illegible] in Chicago have started to organize since the stockyards have gone on strike there.

°°°FAVORABLE CONDITIONS REPORTED°°°

Chicago: [illegible] in the lamp shade industry, [illegible] factories, and an increased demand for machine operatives. Calls are coming from [illegible] for railroad section hands.

New York: [illegible] There is a demand for [illegible] workers.

Winston-Salem: [illegible] tobacco factories [illegible]. There is a gain in screen repair work.

Hot Springs, Ark.: [illegible] in the building [illegible], and in the saw mills. Several office buildings [illegible] colored girls as elevator operators.

Louisville: The influence of the British coal strike is being felt in the Kentucky coal mines, where wages have been increased during the past few weeks and there is a demand for colored miners.

Milwaukee: A large drug store in this city employed a colored man as

head of its stock department, two colored men have been employed by a large shoe store, and 15 chamber maids have been placed in a new hotel. Conditions generally are greatly improved in Milwaukee and factories are showing signs of returning to their normal schedules.

Boston: Eight openings for colored men have been made at the new Ford Plant by the Boston Urban League.

Urban League

News release - January 15th, 1927

H.L.K

URBAN LEAGUE REPORTS ON INDUSTRY FOR DECEMBER

Bulletin No. 10 of the Industrial Relations Department of the National Urban League summarizes employment conditions throughout the country as follows:

GENERAL CONDITIONS

Labor advisors throughout the country are reporting a slowing up in industry following the holiday rush. Missouri, Minnesota, Pennsylvania, Michigan, Kentucky, Ohio, Illinois, and Florida are all feeling this depression. From Chicago word comes that "the industrial situation has come almost to the acute stage". Laborers are being laid off there and only temporary work is available. Fort Wayne's "outlook in employment for January is rather gloomy" and Minneapolis finds the usual seasonal depression coupled with a disinclination to hire Negroes.

MIGRATION

Brooklyn notes an influx of southern migrants, especially from the Carolinas. Many of the men have not sufficient industrial experience to fit into jobs that are open and therefore drift aimlessly from city to city until they are without funds.

Laborers are coming to Chicago from all sections of the country. There is no movement away from the city.

Hot Springs, Arkansas, also reports incoming workers.

NOTEWORTHY INCIDENTS

The U. S .Department of Labor has released two significant incidents concerning Palmyra, New Jersey and Washington, D. C.:

Palmyra, N. J. - In this city there is located an enameling factory, which when it was incorporated four years ago had a capital stock amounting to $125,000. This plant is owned and operated by an entirely colored personnel which includes skilled and unskilled workers and a force of twenty-five experts. They manufacture an enamel sign that is virtually indestructible and are preparing to install a furance adapted to the manufacture of kitchen utensils. Orders have been filled from points as far distant as Porto Rico.

Washington, D. C. A novel and successful experiment in the form of a building trades school is being carried on here. Bricklaying, plastering, cement work and tile setting are being taught daily to a class of 15 white and 16 colored apprentices. The actual course may be covered in three months, with an additional month of practical experience on an actual job. Up to the present time 41 students have

completed the course and are now at work on jobs at wages of from $10 to $18 per day. The school apparently meets a long felt need as a substitute for apprenticeships.

Beacon, N. J. - From April until September the dozen brickyards in and around Beacon give employment to more than a thousand colored men. During the fall and winter not more than one hundred men are employed. There has been trouble among the men during the busy summer season, due largely to a lack of recreational facilities and the promiscuous manner in which men are hired. Plans are under way to remedy these conditions.

FAVORABLE CONDITIONS REPORTED

Boston, Mass. - The Boston Urban League has deen quite successful in placing clerical workers in desirable positions. It also has placed two workers in the publicity department of the Boston Civic League.

Brooklyn, N. Y. - The Y. W. C. A. reports a placement in a "very desirable position" as shipping clerk. A boy was also given employment by the New York Times in a department where there has been no opportunity for a colored boy heretofore.

The Urban League is suppyling the first ten colored workers for one factory and will furnish workers for a factory which plans to add 150 to its present force of 60 Negroes, making its entire personnel colored. This company has found Negro labor efficient in three other cities.

Los Angeles, Cal. - A chain grocery store corporation has hired two men as clerks with assurances that they are in line to be made managers of the stores in which they are working.

Urban League

URBAN LEAGUE REPORTS ON INDUSTRY FOR FEBRUARY

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Chicago Has Bread-Line- Bricklayers Work on John D. Rockefeller's Apartment For Negroes--Union Labor Appeals to Colored Workers.

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Bulletin #12 of the Industrial Relations Department of the National Urban League summarizes employment conditions throughout the country as follows:

General Conditions Unfavorable.

There is little deviation in the reports for February from the general widespread unemployment which all large cities are facing. The seniority rule in industrial plants usually forces Negroes out of work first and causes more suffering among them than among other groups. In Buffalo, where appeals from Negroes for help are largely in excess of the normal number, this condition obtains. Chicago was still running a breadline and is reported to be in a "serious state". Here the situation is aggravated by the incoming of workers from neighboring cities and from the South. In Pine Bluff conditions were generally dull and laborers worked part-time in the mills. Charlotte, North Carolina had similar experiences. The larger cities in Missouri felt the effects of the industrial slump, and in Harrisburg a general depression in the iron and steel plants was observed. Newark reported losses in personal service situations because of the substitution of white servants for colored.

Favorable Conditions.

There were occasional bright spots even in some cities which were hard hit by unemployment. For instance, the construction of the new traffic bridge over the Mississippi River gave employment to 34 unskilled Negro laborers, in Cape Gerardeau, Mo., and in Austin, Texas the erection of large office buildings gave employment to a goodly number of Negroes. In Fort Wayne, Indiana the construction of three large buildings provided occupation for 40 laborers and the Fort Wayne Rolling Mills increased its working week from three to five days. In New

York City a Bank has hired a colored messenger and junior clerk with assurances of promotion. In this city also 15 colored Brickhlayers, helpers and laborers were among the 100 employees working on the apartment building in process of construction by John D. Rockefeller, Jr., for Negroes on Seventh Avenue and 149th Street. In New York also work for women was more plentiful than for men who have felt the effect of the curtailment in subway construction. A leather goods factory in St. Louis which hired its first colored worker in January, called for 40 additional workers in February to handle a night shift. However difficulty was experienced by the Urban League of that city in finding women to accept night employment.

Labor Union.

Reported instances indicate that sentiment favoring Negro membership in Labor Union is still on the increase. This is evident from an article in "Labor Age", one of the foremost labor journals of the country, by Thomas L. Dabney, entitled Negro Labor at the Cross-Roads." This article has awakened a keen interest in the potential strength of Negro workers and the magazine has made plans to continue this discussion in a way to attract the attention of the devotees of labor. In Charlotte, North Carolina differences in the pay between colored and white bricklayers were adjusted and the Negro plasterers have gone back to work. A committee of the Women's Trade Union League is vigorously pushing an organization of laundry workers in New York City to include colored employees who are said to be in excess of ten thousand. An organizer has been put on salary to arouse their interest and secure membership.

NEW YORK URBAN LEAGUE, INC.

FOR SOCIAL SERVICE AMONG NEGROES

202-204 WEST 136TH STREET, NEW YORK CITY

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February 16, 1927

N.Y.K.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D.C.

Do you think your office should make a brief survey of the laundry workers in Washington? K. Phillips

My dear Mr. Phillips:

Your releases do prove quite interesting. The particular one on Negro Laundry Workers I feel should lay the basis for more intensive statistical work. As I mentioned in my other letter, there has been a large increase in the number of Negro Laundry Workers in New York,--just how much, we do not know. We do know however, that where Negro workers have replaced White ones, there has been a lowering in the wage scale along with several other work standards.

I have been wanting to get into the laundry situation and find out just how many are employed, what they do, how much they receive, the turn-over, attitudes of employer--and the like. This cannot be done unless you have some governmental offical body behind you. I think the time is ripe for such a study. I should like to see it done.

I think it would be well if some representative of your Department could come to New York and help get this thing under way. I would be very glad to cooperate with him, in fact I have been on the verge of asking an appointment from you with the authority of the Department that I could get into it myself. Either of these plans would suit me.

Sincerely yours,

Ira De A. Reid,

IDR:RB

Ira De A. Reid,
Industrial Secretary.

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JAMES H. HUBERT
EXECUTIVE SECRETARY

February 24, 1927

Mr. Karl F. Phillips,
Commissioner Conciliation,
Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

Should you plan to come to New York within the next two weeks, I think you will find me in my office.

I shall be very glad to go over plans for the Laundry Workers with you.

Sincerely yours,

Ira De A. Reid,

IDR:RB

Ira De A. Reid,
Industrial Secretary.

NEWS RELEASE: FEBRUARY 1929
INDUSTRIAL RELATIONS DEPT.
T. ARNOLD HILL, DIRECTOR

BULLETIN #34

The Industrial Relations Department of the National Urban League of which T. Arnold Hill is Director, has released the following bulletin for February:

While unemployment continues to exist, evidences of activity in various parts of the country indicate that conditions are growing better. On the other hand Missouri and Illinois report that labor conditions are not so good. In Kansas City public opinion has been aroused and a Negro newspaper is conducting a public written forum on industrial trends in the city. Toledo, Ohio reports that the employment situation was better during February than it has been for the past eighteen months. Opportunities for power machine operators are increasing. Chicago offers opportunity for operators and lamp-shade makers. Demand for operators in Los Angeles is so great that the Industrial Department of the Los Angeles Urban League has started a school for the instruction of women in this trade.

G A I N S

In San Antonio, Texas two inspectors were placed in the Health Department; in Kansas City and St. Louis several men were placed in the Chevrolet Assembly Plants; a goodly number of Negroes were employed in two new theatres which opened recently in Philadelphia and Toledo; in Newark union labor men are finding employment in the building trades; Negroes were replaced in a large hotel in Atlantic City and our Industrial Associate states that "we have more calls for help from hotels than we can fill"; in Chicago a chemist was employed during the month and opportunities opened for experienced foundry men as molders; Cincinnati reports that a young colored man has been employed in the Public Relations Department of a large bank; in Des Moines an accountant was placed in the Treasurer's office and the hotels and office buildings employed more Negroes during the month than usual.

L O S S E S

A large hotel in Chicago dismissed its 68 colored waiters for whites and two filling station attendants were discharged; nearly 300 men were laid off at the Ford Plant in Newark; in Louisville several hundred Negroes were discharged temporarily from a large tobacco firm; in Springfield, Ill. several brickyards and mines shut down; in St. Louis and Los Angeles two large meat packing industries laid off over a hundred laborers and butchers, and a large press brick company in St. Louis laid off 100 men.

ORGANIZED LABOR

In Newark the advantage which union workers seem to have over non-union workers

has caused the Negro to give serious thought to organized labor. This is indicated by the painter's of Newark applying for a charter to organize a painter's union. Porters and waiters are endeavoring to organize a union in Des Moines, Ia. It is reported that hotel owners are backing their employees in their efforts to unionize.

M I G R A T I O N

There is a movement of Negroes from Lansing to Flint and Saginaw; and Detroit, Atlantic City, Brooklyn, Los Angeles and Springfield, Illinois report migration into the city.

NEW YORK URBAN LEAGUE, INC.

FOR SOCIAL SERVICE AMONG NEGROES

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JAMES H. HUBERT
EXECUTIVE SECRETARY

March 11, 1927

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Office of Secretary,
Department of Labor,
Washington, D.C.

My dear Mr.Phillips:

Several members of our Board have become interested in the laundry situation. I am wondering if there is a more detailed copy of the survey that was made in Chicago. If so, this office would appreciate having such a copy for its reference. Will you advise me in this respect?

I have heard nothing from you regarding the New York Survey. Would it be possible to outline some of the high points you would wish brought out in such a survey, and give a person from our office the privilege of representing the Department in such a study? We are very anxious to bring this matter to the attention of the public through your offices because of its great importance to the working population in New York.

Very truly yours,

Ira De A. Reid,
Industrial Secretary;

IDR:RB

Urban League

April 11, 1927.

Mr. Ira De A. Reid,
Industrial Secretary,
New York Urban League, Inc.,
202 West 136th Street,
New York, N. Y.

My dear Mr. Reid;

I shall be in New York for a few days, shortly after Easter, and shall be glad to discuss the laundry survey with you at that time.

Yours sincerely,

Karl F. Phillips,
Commissioner of Conciliation.

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News Release

UBAN LEAGUE REPORTS ON INDUSTRY FOR APRIL

Bulletin No. 14 of the Industrial Department of the National Urban League summarizes employment conditions as follows:

General Conditions

Employment conditions showed considerable improvement over what they were the previous month . This is particularly true of the iron and steel industry, the building trades, shipping, out door activities road building and even the textile industry. Predictions for the spring and summer, based upon signs of improvement which began to appear in April, are encouraging for the country as a whole.

The Flood Area

From the flood area in which 80% of the sufferers are said to be Negroes there appeared no wide spread migration into the north as was predicted. While there are indications and correspondence pointing to an exodus to northern industrial centers because of the devastation which the flood has caused in agricultural regions in which large numbers of Negroes live, such a movement will probably not be observed, if at all, until the victims have had chance to recover from shock and deprivations they suffered. In St. Louis, Cleveland and Chicago there have already come to the notice of welfare agencies enough instances indicating the arrival of new citizens from the flood area to warrant special efforts for their employment and care.

A rumor that camps of Negro men and women, bent upon leaving the south to take up residence in the north, were detained by public and private authorities against their will, could not be substantiated. Bulletins from the area tell of considerable restlessness, but do not indicate any approaching unified conviction that the anticipated number will exchange their southern agricultural habitats for residence in industrial sections of the north.

Favorable Conditions

The favorable conditions reported are those which refer to the return of workers to the jobs they held before the depression forced them out of employment and from a larger number of reports than usual there was but one account of the accession of a new field or a new job. This was in Chicago where 14 colored workers part of a 65% Negro force in a factory that manufactures roofing materials, were placed on machines workers of this race had never before run. In Milwaukee about three hundred men were placed back on jobs they were dismissed from in the winter when employment conditions generally were poor. In parts of the south and in many points in the north increased building activities took up the slack of unemployed workers. This was true particularly in Baltimore, Chicago, Winston-Salem, Jefferson City, Tulsa and Fort Wayne.

NEWS RELEASE: APRIL 1929
INDUSTRIAL RELATIONS DEPT.
NATIONAL URBAN LEAGUE

BULLETIN #35

SHIFTING OF JOBS CONTINUES
HILL RETURNS FROM VISIT SOUTH
INCIDENTS OF PROGRESS CITED

The April bulletin of the Industrial Relations Department of the National Urban League carries a statement on employment in the South from its Director, T. Arnold Hill, and gives a number of instances of new positions occupied by Negroes. Mr. Hill has just returned from a six weeks tour of the Southeast. His visit was made to ascertain changes in occupations caused by increased industrial activity of the South. His mission took him into the states of North and South Carolina, Georgia, Florida, Alabama and Kentucky.

"There is no longer any such thing as a Negro job" said Mr. Hill. Continuing he said "white people are doing what once only Negroes did, and Negroes are going into industry and business, making it impossible to estimate the material disadvantage of replacement. In North and South Carolina they are not the operators of looms in textile mills, but the immense plants that have been constructed by capital from the North have provided jobs for janitors, truckers, draymen and casual laborers around these mills. In other industries they do similar work which offers at least the probability for advancement to more remunerative positions as the plants grow.

"I found no great suffering as result of the loss of jobs. On the other hand I did find that the taking of traditional Negro places, not because of prejudice but because economic necessity left no room for choice, had led to serious thinking on the part of wage-earners, who were more labor conscious today than ever before. Realizing that they are in competition with rural whites who are willing to accept menial work which city whites once refused, Negroes are resisting with the sure weapons of proficiency, regularity, diversified occupations and initiative.

GAINS IN OTHER PLACES

The most significant gains in diversified employment for March are reported from Chicago. A new department store has opened there with 38 colored saleswomen, 60 per cent of the working force. A garment factory installed Negro operators, and another salesman has been added to the force of a furniture store. A Chicago candy company employed 200 girls, making its first venture in Negro help.

Other cities also report gains in skilled and semi-skilled pursuits. In Los Angeles women continue to enter the garment industry in small numbers, and a skilled operator from New York was offered the position of floorlady in a factory employing Mexican operators. A steel and machinery plant in Minneapolis has "let down the bars" to skilled Negro workers and has employed its first Negro machinist, while the manufacturers of a popular motor car have taken on three skilled men in that city. A new grocery with a Negro manager and several employees has been opened in Kansas City. Many gardeners have secured work in Springfield, Ill. The Industrial Department of the St. Louis Urban League reports that the demand for skilled and semi-skilled workers in manufacturing and the building trades reached the highest point for the year in March, constituting 11 per cent of the total demand. A famous hotel in Atlantic City installed a corps of Negro waiters when the European waiters went on strike on the eve of the Easter rush. A downtown chain drug store in Philadelphia has installed three soda fountain attendants.

Urban League

THE EMPLOYMENT SITUATION AND LABOR SUPPLY

Many Negroes went to Detroit in March, but the Urban League of that City warns against further influx. "There are no jobs", the League reports. St. Louis, however, reports employment on the up-grade and a definite movement of labor into the city, especially from the rural districts of neighboring states and Missouri. Philadelphia notes a falling off in arrivals and steady employment in construction work for many Negroes already there. Many Negroes have been employed in repairing streets in Des Moines, Denver and Hot Springs, Ark., and in Omaha the resumption of street railway and building construction has improved employment possibilities. The unemployment situation is reported as acute in Richmond, Virginia, with Negroes leaving the city in search of work.

Employment in the foundries of Chicago showed an increase but in other fields, "increased unemployment gave employers of common laborers and day workers opportunity to offer lower wages than the regular scale".

In Kansas City there is a noticeable influx of both white and colored workers. Negroes in Kansas City are still bringing pressure to bear on public opinion for "more and better jobs".

NEWS RELEASE: APRIL 1929
INDUSTRIAL RELATIONS DEPT. BULLETIN #36

The following release was made through the Department of Industrial Relations of the National Urban League of which T. Arnold Hill is Director:

Employment reports for April present a brighter outlook in diversified occupations and a spirit of optimism is observed. Of the twenty-one cities which supplied us with information, only four reported important losses for April. However, it would be fallacious to say that "all is well". The mechanization of industry, removal of industry to the South and the exclusion of Negroes from unions will doubtlessly cause the Negro to suffer. It is a foregone conclusion that Negroes in the South, even when they are members of unions, must work for lower wages than whites. In North and South Carolina, Jacksonville, Savannah and Birmingham whites may be seen driving express wagons, portering, cleaning streets and as scavengers - all jobs formerly done by Negroes.

An employment committee was organized in Des Moines in connection with the Interracial Commission in an endeavor to open employment to Negroes. A colored Chamber of Commerce was organized in Jefferson City to assist in securing jobs for Negroes and to promote Negro business. A survey of economic and industrial conditions of Negroes was made in Denver by Ira De A. Reid, Director of the Department of Research of the National Urban League.

Recently the Women's Federation discussed industry in Washington, the National Urban League devoted a four day conference at Louisville to "Present Trends in Employment", and the second Fact Finding Conference at Durham was forced by almost every speaker to consider some phase of the Negro's economic life. The bristling sessions of the Dining Car Waiters' Association, just closed in New York, reflected this new awakening, while the perseverance of the Pullman Porters, encouraged by their A. F. of L. affiliation keeps the relationship of Negroes to trade unionism constantly before the public. An all day household employees conference in Chicago, attended by more than two hundred, is a poignant illustration of new thought in a field to which custom and tradition have assigned the second largest number of Negro wage earners.

G A I N S

A toy factory added a number of girls to its force in Newark; Baltimore reports a slight increase in employment due to opening of building trades; in Spartanburg a new syrup factory opened, employing seven Negroes and six whites, and in a competitive bid on dismantling a building the job was given to a Negro, and he made good using twenty others. In Philadelphia employment is on the upgrade, especially in building and improvement projects; Chicago reports that a large chain store increased its number of colored clerks, another company opened a branch with Negro employees and still another with seven employees, and foundries offered added openings for experienced molders. In Denver a large automobile assembling plant agreed to experiment with the employment of colored workers in the plant and has already put three to work. They will be trained in the technical details of the work and from time to time others will be added if these prove efficient.

In Pine Bluff, Fort Wayne and Austin a large number of Negroes were employed in construction work; an automobile factory in Lansing employed several Negroes. This is its first effort in using Negro labor. Toledo reports that the employment situation in general is much better and forty new industrial concerns were added to Toledo during the past year. Street, road and building construction are offering work to Negroes in Buffalo, and the opening of New York Central passenger station will give new openings in unskilled employment. Two Negroes were appointed to the Fire Department in St. Paul and there is a great demand for domestic workers which is difficult to fill because of the low wages offered. In St. Louis the demand for skilled and unskilled workers in diversified employment reached the highest peak for the past nine months. A new plant opened in Canton, employing 14 molders and 50 laborers. The company is considering some Negroes as apprentice molders.

L O S S E S

The tendency to replace Negroes with Filipinos in apartments in Los Angeles continues. 300 Negroes were laid off in the clay and glass establishments in St. Louis while inventory and repairs are being made. The closing of the Chamber of Commerce in Buffalo relieves a crew of 20 waitresses, cashier and kitchen help of jobs. Pittsburgh experienced a large loss in mining, approximately 200 Negroes having lost out because of a decrease in the price of coal.

MIGRATION

Newark and Brooklyn report a movement of labor into the city, particularly of the unskilled type from the South. Spartanburg reports that a few Negroes have gone back to the farm. Many brickmasons have migrated into Lexington and our Industrial Associate of that city warns against further influx. The precarious situation of mining in Pittsburgh has caused a migration of Negroes from one mine to another.

U N I O N S

Albert Weisbord, Secretary of the National Textile Workers' Union announced that permanent Southern headquarters would be operated for the union in Charlotte, and pleaded for the inclusion of Negroes in the union. He told the strikers that if the drive is to succeed it is absolutely necessary for Negroes to be admitted on equal footing with the whites.

NEW YORK URBAN LEAGUE, INC.

FOR SOCIAL SERVICE AMONG NEGROES

202-204 WEST 136TH STREET, NEW YORK CITY

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May 9, 1927

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D.C.

My dear Mr. Phillips:-

A few days ago when you were in New York, you promised to advise me as to the possibility for having a study of the Laundry Workers in this city made. Lest this matter has escaped your attention, I am writing to know what are the possibilities since you have returned to Washington.

Trusting that this study will be made possible under the supervision of the Department of Labor, I am

Very truly yours,

Ira De A. Reid,

IDR:RB

Ira De A. Reid,
Industrial Secretary.

May 10, 1927.

Mr. Ira De A. Reid,
Industrial Secretary, New York Urban League, Inc.,
202 West 136th St.,
New York, N. Y.

My dear Mr. Reid:

By no means have I forgotten the laundry matter; nevertheless, I am very glad to have your letter of yesterday. I have been quite ill ever since my return from the West and am just beginning again to enjoy the privilege of seeing the clear blue skies once more.

I shall submit the laundry matter as a departmental request to the Secretary within the next few days. Like you, I sincerely hope that the Department may see fit to approve the plans upon which we agreed when I was in your office.

Thanking you for your courtesies, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

News Release

URBAN LEAGUE REPORTS ON INDUSTRY FOR MAY

Bulletin No. 15 of the Industrial Department of the National Urban League summarizes employment conditions as follows:

While reports from New Jersey, Ohio, Illinois, Missouri, Texas, Maryland, Virginia, Oregon, Michigan, Indiana, North Carolina, Pennsylvania, Arkansas, Texas, Massachusetts and New York showed little change in the employment status of Negro wage-earners--a situation not unlike others experienced throughout the country--some little advance was reported for both Negro women and men. The notable improvements were reported from Cleveland, Plainfield and Boston. The continous rainfall interfered with the usual outdoor spring activities, but did not prevent the employment of many men in parts of the middle west which had experienced a long period of unemployment.

Favorable Conditions

In Cleveland there was a "slow but steady increase in opportunities offered men in skilled work." Two openings in positions formerly held by other workers were reported and placements showed a decided increase over those of the previous month. In Plainfield, N. J. a concern manufacturing metal toys gave employment to 50 colored girls, and reported that their work was very satisfactory. In Boston 25 new openings were obtained in hotels and 15 factory placements were secured in jobs that had not been filled by Negroes. From Texas word came that Negro labor was regaining many places occupied by Mexicans, and many cities reporte activity in the building trades.

Miscellaneous

The American Federation of Musicians protested against and thereby removed discriminatory practices against Negroes in dining rooms and hotels during its annual session in Baltimore. Several years ago this same organization's insistence brought about similar results in St. Loui

Running only three months, a local labor union of longshoremen in Newark has a membership of 1,500. The industrial problems of Negroes living in Buffalo are promised attention by the newly formed Urban League of which William L. Evans, a former Industrial Secretary of the Chicago Urban League, is the Executive Secretary. Industry in the Pittsburgh district was enhanced when A. C. Thayer, formerly of the Atlanta Urban League, took charge of the Pittsburgh League which had been without an Executive almost a year.

With pg

July 28, 1927.

Mr. Ira De A. Reid,
Industrial Secretary, New York Urban League, Inc.,
202 West 136th St.,
New York, N. Y.

My dear Mr. Reid:

Referring to our correspondence relating to a proposed survey of laundry workers in New York, please note, on pages 4 and 5 of the enclosed News Letter of the Women's Bureau, that a survey has been made of "Hours and Earnings of Women Laundry Workers." Under separate cover, I am sending you a copy of the Industrial Bulletin referred to in the news release.

I shall be glad to have your reaction as to whether or the entire information covers, practicably, the matters we had in mind when I conferred with you in New York. If so, further steps in the laundry field would seem to be a useless duplication of work; if not, kindly advise me further and your suggestions will have my fullest interest.

In case you desire to correspond with the Department concerning the specifid items dealt with in the present survey, I suggest that you write to Miss Mary Anderson, Director, Women's Bureau, Department of Labor, Washington, D. C.

With kind regards, I am

Yours cordially,

Karl F. Phillips,
Commissioner of Conciliation.

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August 2, 1927

Mr. Karl F. Phillips,
Department of Labor,
Washington, D. C.

Dear Sir:-

In acknowledging your letter of July 28th, I must confess that I didn't know that the Women's Bureau had undertaken any step in the the laundry workers in New York.

At the time of previous correspondence, I was particularly interested in the wages paid to colored and white workers respectively. Since I had a feeling that the replacement of white workers with Negro workers was producing a lower wage scale. Also there were a few other points that I mentioned which I do not think the Women's Bureau covers in this report.

It would hardly be necessary for the Department of Labor to undertake any investigation which would duplicate the work already done. I, therefore, feel that it would be better to await some more opportune time when it would be possible to get a more complete picture of the whole industrial situation in New York.

Thanking you for the courtesies extended, as well as the valuable information received, I remain

Sincerely yours,

Ira De A. Reid,

Ira De A. Reid,
Industrial Secretary.

R-w

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EXECUTIVE SECRETARY

April 24,1928.

Hon. James J. Davis, Secretary
U. S. Department of Labor,
Washington, D. C.

My dear Hon. Davis:

Sometimes during the month of June our organization will hold an "All Day Conference for the study of the Negro in Industry." The purpose of the Conference is twofold: (1) To arouse and register public opinion as to the adaptability, introduction, and improvement of Negro labor in industrial plants. (2) To make closer contact with the employer in order to discuss more frankly the problem of wages , hours, working conditions, and opportunities for advancement.

The program has not been definitely worked out. Would you and a member of your staff deliver two of the main addresses during the Conference? Subjects for discussions will be formulated within a short time.

Any suggestions that you feel free to make will be very much appreciated. Please let me know as soon as it is consistent with your office as to whether or not you can accept the invitation.

Yours very sincerely,

John W. Crawford

John W. Crawford,
Executive Secretary

JWC/C

April 27, 1928.

Mr. John W. Crawford,
Executive Secretary, Atlanta Urban League,
239 Auburn Avenue, N. E.,
Atlanta, Ga.

My dear Mr. Crawford:

The Honorable the Secretary of Labor has referred your letter of April 24th to me for attention.

The Secretary regrets that he will be unable to attend your "All-Day Conference for the study of the Negro in Industry," to be held "some time during the month of June." Inasmuch as I may be in the State of Georgia, upon official business, some time during the month of June, the Secretary has instructed me to correspond with you, with the view, perhaps, of representing him at your Conference, provided the date fits in with my prospective itinerary.

I would be pleased, therefore, if, when you have decided upon the date of your conference, you would advise me, at the same time stating whether or not my attendance would be acceptable to your Conference. This is merely a tentative suggestion, inasmuch as it may be that pressing official business may interfere with my coming.

In the meantime, kindly accept my best wishes for your continued success; and should you happen to see my kind friends, Forrester B. Washington and Jesse O. Thomas, kindly remember me kindly to them.

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

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EXECUTIVE SECRETARY

May 7, 1928.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
U. S. Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

It was very kind of you to offer your services to us. It appears that it is going to be impossible for us to hold the Conference until Fall, at which time we shall be pleased to have you with us. You will hear from us later regarding the program and the date.

Instead of having the Conference just now, we are going to ascertain more facts regarding the problem of Labor and Industrial Relations. We are attempting a cursory survey in June, and if you are in the State at that time, we should be pleased to have you join us in our fact-finding effort. Would it be possible for you to give us five or ten days of your valuable time during the month of June?

Thanking you for an early reply, I am

Yours very truly,

John W. Crawford

John W. Crawford,
Executive Secretary.

JWC/C

May 11, 1928.

Mr. John W. Crawford,
Executive Secretary, Atlanta Urban League,
239 Auburn Avenue, N. E.,
Atlanta, Ga.

My dear Mr. Crawford:

This will acknowledge the receipt of your kind letter of May 7th.

I am reasonably sure that I can join you in your conference in the Autumn, and beg to thank you for the invitation. You will kindly advise me later, when you have set upon the exact date.

I want to congratulate you upon deciding to make a survey preliminary to holding conference. I think a deal more of good would come out of all such conferences as you propose, if preliminary surveys were made, thus doing away with much opinion and bringing out potent facts which enable confreres to shape a definite program and aim which they seek to carry out.

If possible, I shall be glad to put in a couple of days with you in the month of June, giving you the benefit of whatever experiences we have had in this office in endeavoring to adduce facts relating to the general subject of Negro Labor. No doubt you will also confer with my good friend Mr. Forrester B. Washington, whom, through a long period of friendly and official contact I have come to hold in intimate regard as one of the country's foremost surveyors of industrial and social conditions affecting the Negro.

With kind regards, and with assurances that this office will be glad to cooperate with you wholesomely in your good work, I am

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

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EXECUTIVE SECRETARY

May 21, 1928.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

This will acknowledge receipt of your letter of May 11, and reply to my wire of May 15.

I appreciate very much the encouragement you have given me in my efforts here. I am looking forward to a fine demonstration of cooperation from your office. Will keep you abreast of our program and efforts.

Yours very truly,

John W. Crawford

John W. Crawford,
Executive Secretary.

JWC/C

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October 25, 1928.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

We contemplate holding our Industrial Conference on December Tuesday 18th. and Wednesday 19th. Aside from delivering one of the main addresses, I should be pleased to have you spend one or two days with us prior to the conference. Would you be kind enough to discuss the subject: "The Problem of the Negro in Industry to the General Economic Problem of Modern Living." If for any reasons you feel that this subject should be revised or that you would rather deal with different subject-matter please do not hesitate to make the suggestion.

I hope that you will be able to serve us as we have been depending upon you. Please let me hear from you as soon as it is consistent with your office.

Yours very truly,

John W. Crawford

John W. Crawford,
Executive Secretary.

November 26, 1928.

Mr. John W. Crawford,
Executive Secretary, Atlanta Urban League,
239 Auburn Avenue, N. E.,
Atlanta, Ga.

My dear Mr. Crawford:

Extreme pressure of work and frequent absence from the city during October and the first half of November made it impossible for me to make an earlier reply to your kind invitation to be present at your Industrial Conference, December 18-19th, 1928. I regret the delay very much; and in the meantime have received no further word from you as to whether or not you definitely fixed the dates named.

Even now, the nearness of your tentative date to the Christmas season, and continued pressure of work in connection with one or two major industrial matters, make it a bit difficult for me to state, with certainty, that I shall be present. I can probably arrange, however, to have a representative of this office present, in case I cannot come myself, to take part in the conference.

Kindly let me know whether you have definitely decided upon the date December 18-19, and I shall again consider the matter with the officials of the Department and determine whether or not I can be present.

Please give my regards to Mr. Forrester B. Washington and ask him to write me at his leisure.

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

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JOHN W. CRAWFORD
EXECUTIVE SECRETARY

December 8, 1928.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

In reply to your kind favor of November 26th, would state that the nearness of the Christmas season and conflict of schedule of some of our indispensible participants, we again have had to postpone our Industrial Conference.

I note in your letter that the tentative date would not be convenient for you. By all means we want you at the Conference. Our Board of Directors have a high regard for your experience and opinions along this line. I shall try my utmost to give you a long enough notice in order that you can include the conference in your schedule.

On Friday December 21, we are going to hold a round table on "Unemployment". If you or any of your associates plan to be in this vicinity at that time, we cordially invite you to join with us. The meeting will be held at the Butler Y. M. C. A.

I have passed your greetings to Mr. Forrester B. Washington, and he is among those who anticipate your coming to Atlanta.

Yours very truly,

John W. Crawford

John W. Crawford,
Executive Secretary.

JWC/S

ONE OF THE AGENCIES FINANCED BY THE ATLANTA COMMUNITY CHEST

File carefully - "Urban League (Atlanta)"

NEWS RELEASE: JANUARY 1930 BULLETIN #44

URBAN LEAGUE REPORTS ON EMPLOYMENT
SHOWS HEALTHY SIGNS - MANY GROUPS INTERESTED

Developments in industry during January showed no marked improvements but a number of incidents gave promise of better days ahead for Negro workers, according to the latest bulletin of the National Urban League's Industrial Relations Department, presided over by T. Arnold Hill. Investigations in many quarters, new jobs of significant import, agitation respecting labor union affiliation, and committees actively campaigning to expand the occupational horizon of Negro workers are among the bright signs that appeared during last month. There were losses but the gains, though few in number, were significant. In some places a large number of colored workers out of employment had a depressing effect upon the entire Negro population; whereas in others efforts of committees and councils have revived hope and confidence.

In New York the Harlem Housewives League, formed by the New York Urban League, was organized with sub-committees on fair weights, prices, publicity, and employment. The women are visiting stores asking that Negroes be employed, circulating petitions among housewives, calling upon Harlem merchants to give employment, and urging that patronage be given by Harlem housewives to stores of the Colored Mercantile Association. A large department store has installed colored elevator operators, an innovation which is likely to be repeated by other 125th Street stores that will be concentrated upon in this drive for larger opportunity for Negro workers. Two chain food stores have installed colored managers, and another store has promised to give opportunities of an unusual character to women.

Of far reaching importance is the installation of colored clerks and messenger boys serving a branch office of the Western Union Telegraph Company, culminating years of labor on the part of many agencies in New York City.

In Chicago the National Negro labor Conference, sponsored by the Brotherhood of Sleeping Car Porters, enlisted the support of national figures who exposed the essential dilemmas the Negro faces in his efforts to rise. The Rosenwald Fund began an investigation to check trends among Negro workers in important centers of the country. In this city also the sales field expanded to include sellers of clothing, lingerie and furniture.

The Durham Fact-finding Conference decided to devote its next conference to economic aspects of the race problem.

LABOR UNIONS

The practices of labor unions were exposed by Abram T. Harris and Elmer A. Carter in the February issue of Labor Age, while columnists and editors of Negro journals took up the cudgel on behalf of better treatment of colored workers by the trade union movement. In Pittsburgh attempts to recruit Negro drivers of taxicabs to take the places of striking whites met with failure. In Omaha union members and Negro workers in the building trades conferred over plans to improve the relationship between the two groups. In Buffalo a bitter fight between Negro and white musicians has resulted from the importation of out-of-town Negro orchestras in the city for dance halls in which Negro musicians are said to have the monopoly.

L O S S E S

Losses were decisive in Richmond where unemployment approached the level of 1922 for workers of both races. Forty workers were laid off from a mail order house in Baltimore, and in Omaha sixteen waiters were replaced by white waiters because of "economy in administration." Detroit, which has long maintained a good employment record for Negroes is said to present a "terrible situation" and St. Louis complains of discharges from automobile companies, glass factories, cement companies, meat packing concerns and construction companies,

The Central Railroad Company of Georgia has discontinued porter service on eight of its fast trains between Atlanta and Albany, Georgia. The length of service of the discharged rangedfrom three to fifteen years. Reasons given were economic necessity and the hauling of few colored passengers.

Hotel employees were replaced by white workers in Kansas City where unemployment has produced an "hysteria." In Newport, Minn., both white and colored women were replaced by men. In Buffalo where 2,000 white workers marched upon the city hall demanding work, "unemployment has steadily increased since November." When the Brooklyn plant of a tobacco company moved South 176 Negro men were thrown out of employment. Wilmington, Del., witnessed the discharge of men from a car manufacturing company and a railroad shop. And in Charlotte, N. C. work is said to be at its "lowest ebb." In Jefferson City, Lansing, Minneapolis, Denver, Fort Wayne and Lexington, Kentucky, employment was reported at a standstill.

I N C R E A S E S

Social service positions increased during January because of the appointment of a junior probation officer in Baltimore, a case worker with the Associated Charities and a nurse with the Visiting Nurse Association of Omaha and a probation officer for the Kings County Court of New York.

Included among the gains reported were several minor but initial jobs in St. Louis, a deputy sheriff of Erie County, N. Y., cooks and porters in a railroad station restaurant in Des Moines and the return of some men unfairly discharged from the Ford Motor Company at Kearney, N. J. In Pittsburgh one hotel changed from white kitchen help to colored and the Atlantic and Pacific Tea Store employed a manager and two girl clerks. Conditions in the mines were reported stable, one company's payroll showing 2,274 Negroes employed, which represented twenty-two percent of the total employees, the same ratio as October 1929.

April 10, 1930

COPY

Honorable James J. Davis,
Secretary of Labor and Chairman
Federal Board for Vocational Education,
Department of Labor
Washington, D. C.

My dear Mr. Secretary:

Your letter of April 5th conveying an endorsement of the work of the National Urban League and approval of what it is doing in the field of vocational direction is most encouraging to us. We accept it as coming from one whose knowledge of the problems of labor is beyond question and whose sacrifices in behalf of the workers of this country prove the sincerity of his utterances at all times.

We cherish your expressions of confidence and assure you that they will help us to carry on with this very difficult job of smoothing out the relation between Negro workers and the many problems that beset them in their efforts to make their labors count the most.

Very truly yours,

T. Arnold Hill,
D I R E C T O R,

TAH:MVR

NATIONAL URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES

17 MADISON AVENUE, NEW YORK CITY

TELEPHONES: CALEDONIA 6534-6535

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April 10, 1930

Dear Mr. Phillips: I have just sent Secretary Davis a letter in reply to his letter to me of April 5th. Enclosed is a copy. May I thank you for your continued efforts in our behalf?

Sincerely yours,

T. Arnold Hill
DIRECTOR.

TAH:MVR

Mr. Karl Phillips
Department of Labor
Washington, D. C.

ENDORSED BY NATIONAL INFORMATION BUREAU

NATIONAL URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES
1133 BROADWAY, ROOM 826
~~17 MADISON AVENUE~~ NEW YORK CITY

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T. ARNOLD HILL
DIRECTOR

Return to Karl Phillips

May 13, 1930

Col. F. Phillips, Esq.
Commissioner of Conciliation
Department of Labor
Washington, D. C.

My dear Mr. Phillips:

I thank you for your commendation of our little booklet "Negro Workers", which you conveyed in your letter of April 22nd.

Mr. Conners has written me of your visit to Cleveland and I hope you enjoyed your visit as much as you were enjoyed. I wish you could come to our Conference in Buffalo announced as you will see on the enclosed. You could help us at one or two places on the program and I should be glad to list you as speaker if you can come. The subject is one that touches your field of labor and is broad enough for you to select an appropriate topic for your paper. Will you let me know at once for we shall go to press with the programs in a few days. A subject dealing with the participation of Negroes in disputes that have come up for conciliation by your bureau would be interesting.

Very sincerely yours,

T. Arnold Hill

T. Arnold Hill
DIRECTOR

TAH:EW

5.91
36.23
19.68

3.48
17.00
15.75
36.23

ENDORSED BY NATIONAL INFORMATION BUREAU

May 14, 1930.

Mr. T. Arnold Hill,
Director, Industrial Relations, National Urban League,
Room 826, 1133 Broadway,
New York, N. Y.

Dear Mr. Hill:

Nothing would please me more than to be able to accept your kindly invitation of May 13th to appear on the Urban League Conference program in Buffalo, June 3-6; and I would have gladly given this event preference had I but known a week or two earlier. As it is now, I am scheduled for Virginia, Western Pennsylvania and New York between this time and June 1; and these dates, together with the necessity with keeping in constant touch with affairs at the office prevent me, I regret, from accepting your generous invitation because of the sheer physical demands upon me for the next few weeks. I shall be most happy to join with you on some future occasion in any program that may be helpful to your work and that of the Urban League.

Wishing you a most successful conference, and with kindest personal regards, I remain

Very sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

TEL. CALEDONIA 6534-6535

NATIONAL URBAN LEAGUE
17 MADISON AVENUE
NEW YORK CITY

DEPARTMENT OF INDUSTRIAL RELATIONS
T. ARNOLD HILL, DIRECTOR

May 16, 1930

Dear Mr. Phillips:

I am sorry you cannot come to our conference. I wish I could persuade you to do so, however, after leaving New York and if it is possible for you to reconsider and come it ~~it~~ is not too late to let me know.

I should like to see you when you come to New York.

Sincerely yours,

T. Arnold Hill

T. Arnold Hill,
D I R E C T O R .

TAH:MVR

Mr. Karl Phillips
Commissioner of Conciliation
Department of Labor
Washington, D. C.

VOCATIONAL OPPORTUNITIES FOR NEGRO WORKERS

to be discussed at

The National Urban League Conference

June 3 to 6, 1930

BUFFALO, NEW YORK

The Conference Theme

Taking advantage of the interest shown in the economic side of Negro life by Negroes themselves and inter-racial groups, this conference will deal principally with modern trends in vocational training and guidance and seek to point out how these may be made applicable to Negro workers.

Losing place in the occupations in which most of them have been engaged, Negro workers have been forced to seek employment in lines of work that have been closed to them. Here and there commendable progress has been made in this direction but such an objective must be preceded by preparation, a point of view which too often has not been realized by Negroes in their contention for equal opportunities in employment.

Educational leaders, members of inter-racial bodies, labor sympathizers, employers, and any others interested are invited. Programs will be sent upon request. For information concerning the Conference write:

EUGENE KINCKLE JONES, *Executive Secretary*
NATIONAL URBAN LEAGUE
1133 Broadway
New York, N. Y.

For Hotel accommodations in Buffalo address:
WILLIAM L. EVANS, *Executive Secretary*
BUFFALO URBAN LEAGUE
357 William Street
Buffalo, New York

The Negro Welfare Association

(Cleveland Urban League)

of

CLEVELAND, OHIO

The Twelfth Year Facing Some Problems

of

Human Welfare

1918 —— 1930

WILLIAM R. CONNERS
Executive Secretary

Affiliated with the National Urban League
Member of Welfare Federation of Cleveland
Supported through Community Fund

SOME PROBLEMS FACED	STEPS TOWARD THEIR SOLUTION
	Placed 6886 persons in 147 different kinds of work and 1065 in temporary positions.
ECONOMIC AND INDUSTRIAL **Greater Economic Security** **Wider Industrial Opportunity** **Greater Conservation of Earnings** **Training for Service**	Secured the placement of colored workers with 67 employers not hitherto using colored help.
	Organized groups of workers to secure training and skill to develop greater efficiency of service as a basis for promotion in places where they are now employed.
	Sponsored campaign for the promotion of thrift, economy and systematic saving.
	Organized Health Study Committee to gather facts as a basis for program.
HEALTH **More Effective Health Education for the Reduction of High Mortality and Morbidity Rates** **The Inclusion of the Colored Group in All City-Wide Health Movements**	In co-operation with other health agencies, promoted the formation of committees to combat tuberculosis and venereal diseases.
	Through a Health Educational Committee conducted campaigns for the promotion of better Health Habits, the prevention of disease and emphasized the gravity of the health problem with this group.
	Held 77 health meetings at which health lectures were given and health literature was distributed.
	Brought into greater participation the colored group in the observance of National Hospital Day, Cancer Week, the Campaign for Early Diagnosis for Tuberculosis and other city-wide health projects.
HOUSING **Improved and Adequate Housing Facilities**	Promoted Home Ownership. Secured co-operation of landlord and tenant in improvement of houses occupied by colored tenants.
	Through co-operation with city authorities had remedied flagrant cases of bad housing and bad sanitation.
DELINQUENCY **Respect for the Law** **Prevention of Development of Criminality**	Organized and Conducted a Big Sister and Big Brother Committee to work with predelinquent boys and girls.
	Furnished supplementary parole supervision for 41 persons placed on probation and parole.

COMMUNITY BETTERMENT

The Beautifying and Keeping in Good State of Repair the Communities in Which Colored People Live.

Conducted a year-round campaign to create beauty and better sanitation to prevent dilapidation in definite areas in which colored people live, to restore to their former state of repair properties which have become run-down and unsightly.

Worked with property owners, residents and the city authorities for this purpose.

Gave close co-operation in city clean-up campaigns.

CO-OPERATION

Co-operating with Other Agencies Working on the Problems of Colored People.

Working with the Humane Society in solving the problems of dependent colored children.

Co-operating with the Society for the Blind in handling the problems of the colored blind.

Co-operated with 52 other agencies in handling the problems of colored persons.

INFORMATION SERVICE

The Prevention of Misrepresentation and the Disseminating of Adequate and Accurate Information of Conditions Under Which Colored People Live and Work

Maintained a Bureau of Information regarding the colored people.

Gathered information as to extent of employment and types of work in which colored people are employed in the Cleveland district, also the types of businesses conducted by them and the extent of employment which these businesses afford.

Furnished information to government officials, social agencies, business firms, students and other individuals, both in and out of the city, who sought our office for reliable information regarding various phases of negro life.

RACE RELATIONS

The Improvement of the Relationship Between the Races and Maintaining the Fine Friendly Feeling of Goodwill and Square Dealing Which Has Existed Between the Various Groups in This Community and Bringing About the Proper Appreciation of the Contribution of Each to the Making of our Civilization

Conducted interracial meetings.

The members of the staff have addressed group meetings and participated in interracial conferences.

Opportunity has been secured for speakers to address group meetings and artists have been secured for other meetings.

Furnished information for publicity purposes concerning the development and contribution of colored people to the city's growth.

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NATIONAL URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES
1133 BROADWAY, ROOM 826
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July
28th
1930

Dear Mr. Phillips: Our Los Angeles Urban League is anxious to get colored workers employed in the construction of Boulder Dam. Mr. Lester B. Granger, who is now our Secretary there, writes that he has been informed that laborers and mechanics will be employed directly by the contractors and not by the Government. He is, therefore, anxious to get in direct touch with the contractors and has written to ask if I can advise him of their names and addresses. Could you help me here by sending these to me, or giving me any suggestions which you think pertinent to the situation?

With kind regards, I remain

Sincerely yours,

T. Arnold Hill,
DIRECTOR.

TAH:MVR

Mr. Karl Phillips
Department of Labor
Washington, D. C.

ENDORSED BY NATIONAL INFORMATION BUREAU

July 29, 1930.

Mr. T. Arnold Hill,
Director, Department of Industrial Relations,
National Urban League,
Room 826, 1133 Broadway,
New York, N. Y.

Dear Mr. Hill:

I have your letter of July 28th in which you make inquiry concerning workers who may be employed in the construction of the Boulder Dam project.

I am glad to send you herewith two statements which have been made by the Commissioner of Reclamation, of the Department of the Interior, with regard to the Boulder Dam project. I believe you will find each statement self-explanatory. Together, they represent all the information which this office has in the premises just at the moment.

I certainly congratulate you and Mr. Granger in keeping in touch with the subject, particularly with reference to the possibility of placing colored workers on the job. I would be very glad to assist you and Mr. Granger in any way possible, and our entire staff, from the Secretary of Labor down, will be glad to do anything which may aid you in this fine effort. We have a Commissioner representative in California, and if, as Mr. Granger follows the matter up, he can get the list of immediate contractors, I would be glad, if you so wish, to have one of our western or coast representatives do all he may be in a position to do in connection with an endeavor to place an equitable number of colored workers.

With kindest personal regards and all good wishes, I am

Very sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

August 12, 1930.

Mr. Eugene Kinckle Jones,
Executive Secretary, National Urban League,
1133 Broadway,
New York, N. Y.

Dear Mr. Jones:

I am certainly very grateful to you for the copy of "Negro Membership in American Labor Unions" which you so generously gave to me last week. Mr. Reid has put fine skill, research, and interpretation into this most interesting booklet, which will certainly be most valuable to all who have the opportunity of acquainting themselves with its contents.

I need not tell you again that this office is ever happy to serve you and your associates in any manner possible, and that I wish for you and your entire staff continued success and service.

With kindest personal regards and all good wishes, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

L. HOLLINGSWORTH WOOD
Chairman

EUGENE KINCKLE JONES
Executive Secretary

ELMER ANDERSON CARTER
Editor

OPPORTUNITY

PUBLISHED BY

THE NATIONAL URBAN LEAGUE

1133 BROADWAY, Room 826, NEW YORK

Telephones: CHELsea 1838-39

A JOURNAL OF NEGRO LIFE

WILLIAM H. BALDWIN
Secretary

LLOYD GARRISON
Treasurer

NOAH D. THOMPSON
Business Manager

August
20th
1930

Dear Dr. Phillips:

I am advised that you will attend the Conference on the Negro in Industry, sponsored by the Social Action Department of the National Catholic Welfare Conference and the Federated Colored Catholics of the United States in Detroit, Saturday, August 30th.

Mr. T. Arnold Hill, Director, Department of Industrial Relations of the National Urban League, was kind enough to give me a few copies of his pamphlet entitled "Negro Workers, A Drama of 5,000,000 Wage-Earners," a copy of which I am handing you herewith with the hope that it contains some information which you will appreciate having.

Should you desire morecopies of this pamphlet you may order them direct from the National Urban League at the rate of ten cents per copy or twelve copies for $1.00.

Very truly yours,

NDT:MVR

Noah D. Thompson

OPPORTUNITY

Dr. Karl F. Phillips
Commissioner of Conciliation
Department of Labor
Washington, D. C.

August 21, 1930.

Mr. Noah D. Thompson,
Business Manager, "Opportunity",
Room 826, - 1133 Broadway,
New York, N. Y.

Dear Mr. Thompson:

Thank you for your fine courtesy in sending me a copy of the Urban League's pamphlet entitled, "Negro Workers -- A Drama of 5,000,000 American Wage-Earners". Mr. Hill had already sent me a copy of this publication, which is certainly most instructive and interesting. Nevertheless, I appreciate very much the kindly forethought which prompted you to know that I would be much interested in its story.

Yes, I shall attend the Catholic Industrial Conference in Detroit, and hope that I may have the pleasure of meeting you and other friends of the Urban League and "Opportunity" while there.

With kindest personal regards and all good wishes, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

Unemployment Among Negroes

Activities of the National Urban League

Data on 25 Industrial Centers

THE NATIONAL URBAN LEAGUE
1133 Broadway, New York
November, 1930

UNEMPLOYMENT AMONG NEGROES

ACTIVITIES OF THE NATIONAL URBAN LEAGUE

DATA ON 25 INDUSTRIAL CENTERS

Prepared by

T. Arnold Hill, Director
Department of Industrial Relations

and

Ira De A. Reid, Director
Department of Research and Investigations

THE NATIONAL URBAN LEAGUE
1133 Broadway, New York, N. Y.

November 1930

F O R E W O R D

***

In March, 1930, the National Urban League, for social service among Negroes, estimated that the number of unemployed Negroes was not less than 330,000. A re-check in October indicated that unemployment had not decreased during the intervening months, but, on the contrary, had increased. (See page 3.) The League's estimates are based upon carefully analyzed figures gathered from all sections of the country and surveys of unemployed people in several of the principal cities.

Moreover, the National Urban League, through the employment services of its branch offices, numbering forty-two, is in constant touch with the occupation problems of Negroes from Boston to Florida and from New York to Los Angeles. Coordination of the League's industrial activities is effected through an Industrial Relations' Department, located in the national office. This Department compiles frequent reports on industrial fluctuations affecting colored workers which are published in weekly papers read by Negroes, sent to agencies and individuals interested in this question and made accessible to applicants for employment who use the branch offices of the League. In 1929, the employment offices of the League served 72,000 male and female applicants of whom 25,000 were sent to places of employment. (The local branches of the League served an estimated population of 1,180,831.)

***

WHAT IS THE UNEMPLOYMENT SITUATION AMONG NEGROES?

Earlier Figures

The League's March report on unemployment cited percentages of Negroes and whites unemployed in Buffalo and Philadelphia. The Buffalo figures showed 17.7 per cent unemployed among Negroes as compared with 10.8 per cent unemployed among the whites. The Philadelphia figures showed relatively half the proportion of Negro workers employed as compared with white workers. In one district 29.2 of the Negroes and 6.8 of the whites were unemployed because they could not find jobs. In one of the larger cities of South Carolina common laborers, chiefly Negroes, were in slight demand, at least 50 per cent of them being idle.

The Present Situation

A re-check on the state of unemployment among Negroes in October showed that the situation was becoming quite acute. Reports from thirty-five affiliated free employment bureaus in urban centers throughout the country warranted the statement that the present unemployment crisis is "the severest test of the urban and industrial adjustment of the Negro worker since the recent migrations." Larger centers, such as Detroit, Cleveland, Chicago, St. Louis, Philadelphia, Cincinnati, and New York have been affected much more greatly than the smaller cities having no basic industries.

Employment statistics of twenty-five cities for the period January 1 to September 30, 1930 show a decrease of 34.5 per cent in the number of available jobs for Negroes and an increase of 39.9 per cent in the number of applicants over the same period for 1929. Percental decreases in

available jobs were noted as follows in larger cities:

Cleveland	62.1
Philadelphia	51.3
Chicago	50.1
Cincinnati	47.3
Brooklyn	21.4
New York	21.3
Pittsburgh	13.5

Meanwhile, the following data show the extent of unemployment in certain local fields:

Springfield, Illinois - Hundreds of transients are passing through the city going to and from Chicago, St. Louis, Gary, Detroit, Indiana and Columbus. The League branch reports that unemployment among Negroes in the city is about 60 per cent greater for the first nine months of 1930 than for the same period in 1929. "The industrial situation is bad. White girls have replaced colored men as janitors, elevator operators and as waiters during the past five years at a rapid pace. The Negro worker in Springfield is forced to become an occasional worker and to resort to the periodic labor that outsiders are able to get during the favorable seasons of the year."

Washington - The Salvation Army reports that the "unemployment situation is growing amongst the colored people, as our hotel, with a capacity of eighty is filled nightly to overflowing."

Wilmington, Delaware - The Chamber of Commerce estimates that there are 1,000 Negroes out of employment.

Cincinnati - It was found in May, 1929 that 5.9 per cent of the working

population, or approximately 9,360 were unemployed. Of that number Negroes constituted about 24.2 per cent or approximately 2,265 persons. Negroes are 7.5 per cent of the city's population. In May, 1930 8.2 per cent of the employable group were found to be unemployed, while 9.8 per cent were employed part-time. The total unemployed is estimated to be about 12,792 persons of whom 25 per cent were Negroes.

Negro applications	1929	-	2867
" "	1930	-	5262
Placements	1929	-	1101
"	1930	-	1038

Gary - "It is estimated that 50 per cent of the unemployed persons are Negroes. Since Negroes constitute approximately 10 per cent of the population it may readily be seen how seriously they are affected. This large proportion is due partly to the fact that most of the Negro employees are common laborers, the first to be laid-off in depression. Skilled laborers are continued in service on a schedule of 1 - 2 - 3 days per week." The immediate future, it is stated, shows no signs for improvement.

Minneapolis - It is generally found that the unemployment situation is not so serious as in other sections of the country though many industries are operating on a 3 to 4 day a week plan. Negroes are working along with whites on some city projects, particularly street work that have been instituted as a means of relief, in both Minneapolis and St. Paul. There is no discrimination in private relief funds.

Philadelphia - The number of people applying for employment at that branch for the first nine months of 1930 exceeded by 30 per cent the total number of persons applying during the whole year of 1929. Some of this increase is due to the number of women applicants who have been forced to seek employment in ever increasing numbers, to help supplement the family income. This increase might also be due to the fact that the employment service is free to a goodly number of persons who heretofore patronized employment agencies and who have been forced to seek assistance because they have no funds with which to pay the fee exacted by commercial agencies.

Buffalo - Streets are lined with unemployed men and evidence of privation and suffering is beginning to manifest itself in every section. Approximately 2,500 Negroes are said to be unemployed in the city. They are employed to a very limited extent in public projects that have been initiated for the improvement of employment conditions.

Detroit - The amount of unemployment among all workers remains at its high peak. Placements by the local branch are considerably fewer for the same period than for the first nine months of 1929. Approximately 4,500 Negro families are receiving doles from the city. This number represents 27 per cent of the total families receiving relief.

Los Angeles - Applicants for help at the office of the League from January 1st to September 30th total 1,307, of whom only 205 were placed. Conditions have grown worse during September and October. A steady decline in the

number of requests from employers and a steady increase from applicants out of work is noted.

Brooklyn - Heads of families out of work are receiving pay for emergency employment from the city fund provided for this purpose. A committee of ministers appointed at a meeting called by the Brooklyn Urban League is seeking the cooperation of the Brooklyn Federation of Churches in an effort to stem the tide against the employment of Negroes.

WHAT ARE SOME OF THE RESULTANT SITUATIONS?

Race Antagonisms Aroused

From all sections of the country come reports of whites replacing Negroes in jobs usually occupied by them. In the South whites are doing domestic and menial jobs without loss of caste, thus, ignoring former conventions. Industrial plants hiring Negroes as unskilled laborers in the North refuse them employment in their southern branches. Negroes are discouraged and are wandering from city to city - North and South in search of employment.

The charge of "underselling" white labor usually laid at the door of Negro labor may now be preferred against white men and women, particularly the latter who are frequently replacing Negroes at a lower wage - a situation by no means basically a racial one. Various subterfuges are being resorted to to make such transfers possible.

In the North Negroes are opposing the employment of white workers in stores that depend largely upon their patronage. They have

resorted to boycott and, in some instances, mob violence. Communists have taken advantage of the unsettled state of mind of Negro workers and promised them relief in return for their membership. The Black Shirts of Atlanta, boasting of membership throughout the South, retaliate by advocating the discharge of Negroes from all jobs desired by whites.

WHAT IS THE URBAN LEAGUE DOING?

The Vocational Campaign

In April, 1930, the Department of Industrial Relations of the National Urban League, realizing the present unemployment due to other than technological causes, instituted a Vocational Opportunity Campaign. Fifty cities organized committees for this program which was conducted during the week April 20 to 27. Literature was circulated on the subject, radio talks, mass meetings for workers, interviews with employers, as well as addresses before service groups were featured. More than 177 employers and 60,000 workers were reached through this medium.

This week's efforts resulted in increased opportunities for Negro workers and in stabilizing many situations which were then quite uncertain.

The Present Situation

In the present emergency (the extent to which it is affecting Negroes can be seen from statistics in this report) the Urban League is intensifying its regular industrial service along the following lines:

1. Gathering data on employment conditions from the country at large to advise Negroes where and under what conditions work is available.

2. Releasing to the Public authenticated facts and figures on the employment problems of Negroes.

3. Securing jobs for colored workers, emphasizing the necessity for better types of work than those commonly open to them in order that the growing number of trained young people may find employment commensurate with their capacity.

4. Interviewing leaders of business and labor union officials, in order to secure better occupational advantages.

5. Cooperating with welfare organizations and public officials to provide for the participation of Negro workers in programs agreed upon for all workers.

6. Advising Negro workers to improve the quality of service rendered by them.

7. Assisting in the movement to promote accepted vocational guidance standards where they can be made available to Negro youth.

Special activities inaugurated by the National Urban League to help during the present unemployment emergency are the following:

1. Obtaining emergency and part-time work and connecting Negro workers up with employment created by governmental agencies to help the unemployed.

2. Serving on committees and commissions to adjust the unemployed.

3. Disseminating information on local employment conditions in order to acquaint Negro workers with the labor market in industrial centers.

4. Providing temporary relief for families of unemployed.

5. Serving as clearing house for administering relief.

WHAT RELIEF IS AVAILABLE?

In the national movement for the relief of the present unemployment conditions, officials of the Urban League are serving on many of the various committees appointed for the purpose. League officials are serving on city and state-wide committees in

Buffalo	Newark
New York	Pittsburgh
St. Louis	Akron
Chicago	Springfield, (Ill.)
Detroit	Philadelphia

Various branches of the League reporting on the social results of unemployment in the individual communities show an increased proportion of requests from Negro families for temporary relief. To a large measure these requests are being met. It has been particularly difficult for these organizations to find employment for Negroes as easily or readily as employment has been obtained for whites. Summaries of a few cities' reports are given at this point.

Pittsburgh - The Relief work being done by four relief-giving agencies is

for Negroes and whites indiscriminately. Temporary lodgings for homeless men are available for Negroes and white alike. Negro case workers are employed on the committee that is aiding in the disposal of the $100,000 appropriation provided by the city for the relief of families suffering directly from unemployment.

Washington, D. C. - The Associated Charities reports that "for the year ending December 31, 1929, in 1329 Negro families, unemployment care was the problem in 40 per cent, and that under-employment was a problem in 30 per cent. During the same period, for 1022 white families, unemployment was a problem in 43 per cent while under-employment was a problem in 19 per cent. Contrasting figures are not possible for the year 1930. The Citizens Committee of Washington has pledged itself to see that jobs are not given white workers at the expense of colored workers now employed.

New York - A conference of representatives of social agencies, churches, and business and professional organizations called by our branch has set about to establish a relief program for Harlem. The branch also is establishing a relief work program to provide work for unemployed men by engaging them to clean up alleyways, etc. with no charge to landlords or agents.

Cincinnati - The family case load and intake of Shoemaker Center of Cincinnati, a social agency dealing entirely with Negro families, indicated

a 77.3 per cent increase in the total case load during the first nine months of 1930 over that of the same period in 1929. The intake for the same period shows an increase of 67.1 per cent.

Omaha - There are no indications of severe unemployment in Omaha. No bread lines are anticipated. However, "the report of the Associated Charities and the Salvation Army have shown a steady increase in both Negroes and whites seeking charity."

Cleveland - City and county officials, in their efforts to give funds to the needy unemployed are including white and colored families. The Negro population is sharing in the relief work of the city as well as that provided by social philanthropy. The city plans to provide three days a week every other week for public employment. The Industrial Secretary of the Cleveland branch is assisting in city registration for city jobs. A number of Negroes have registered at city hall, and have secured three days' work a week at $4.80 a day.

Tampa - There are indications of severity. The Family Service Association report shows a sharp upward trend in volume of relief given among Negro families between the months of April and October.

Canton - The Family Service Society reports that it has experienced many encounters in attempting to get its colored clients placed, but on the whole, got more attention when appeals were made for white clients.

Akron - The percentage of relief cases for January through June, 1930 shows an increase of 40 per cent over the case load for 1929. It is of interest to note that the 690 Negro families receiving relief in Akron constitute a little more than one-third of the whole Negro population.

Chicago - Reports indicate very serious unemployment among Negro workers. The League branch is working actively with the Council of Social Agencies and the United Jewish and Catholic Charities. Plans are being made for the housing of unemployed and homeless men. An unemployment benefit has been conducted by the organization for the purpose of securing funds for the relief program. Churches are actively interested.

Louisville - Reports show that the relief requests because of unemployment made to the Family Service Association have doubled during the year 1930. Some of the seasonal industries, especially tobacco, have Negroes for their working personnel, while the building industry has given employment to about 200 Negroes.

Kansas City - Employment has been secured for a small number of Negroes on city projects, while a few have been finding employment in the construction of buildings and in private businesses. Relief is being administered to Negro families by some twelve or more agencies of the Community Fund.

Buffalo, N. Y. - Negroes are sharing equally in all efforts to relieve unemployment. The relief load of the Bureau of Public Welfare has 500 Negro families in its total of 5,500. Between 200 and 300 men report daily to the

city employment office. They share, however, in all of the public and private relief funds dispensed to the dependents of the city. This is to be expected as the per cent of unemployed Negroes is quite in excess of the proportion of Negroes in the total population.

WHAT ARE THE CONCLUSIONS?

Our information leads us to believe that the problem of unemployment among Negroes is serious enough to demand special attention. To offset the inequalities usually found in work relationships involving Negroes and certain to appear during a crisis such as this, special attention will have to be given this group through official agencies functioning in the emergency. What the League forces are doing and causing to be done locally is not sufficient. Normally, one out of every eight wage-earners is a Negro and as such this race should receive, both for its own welfare and for the restoration of business, its normal share of employment.

In almost every city Negroes constitute a larger part of the beneficiaries of charitable agencies than they do of the population. This is because they are receiving a smaller share of the work. Their purchasing power is being lowered and communities dependent upon Negro trade feel the loss of their patronage. Thus new causes for racial irritation are coming to the front to disturb relations that are already too unsettled.

Nothing is more evident than that the color line must be taken out of industry. Since the inception of the National Urban League this has

been its industrial objective. We see it today as a more important need than ever before. Violent competition between white and black workers comes to the front in times like these to prove the weakness of an industrial system that pushes one group forward at the expense of another. The removal of this artificial barrier is the challenge to American industry.

HOW UNEMPLOYMENT AFFECTS NEGROES

A statement covering principal cities in the nation and based upon information supplied by persons in daily contact with employment problems.

Earl M. Phillips

april 6, 1931

National Urban League
Department of Industrial Relations
1133 Broadway
New York City

March 1931

Twenty-five Cents a Copy

H O W U N E M P L O Y M E N T A F F E C T S N E G R O E S

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National Urban League
Department of Industrial Relations
1133 Broadway
New York City

March 1931

F O R E W O R D

This is the third summation of the current unemployment situation among Negroes the National Urban League has prepared. One year ago (March 1930) we estimated the number of unemployed Negroes to be not less than 330,000. In November, in a report covering data from twenty-five industrial cities, we cited instances to sustain our conclusion that the number of unemployed had grown, and that they were suffering to a greater degree than other workers.

We come forth again with the subject of unemployment, not to keep a distasteful question before a despondent public nor to make a case for Negro workers, as much as they need courageous friends at court. We give this picture that employer, social worker, philanthropist, interracial committee member, and all who are concerned with health, home ownership, and good government, may see how far short of standards the Negro must fall when in cities like New York, Cincinnati, St. Louis, Atlanta, and Memphis, from 20 to 30 per cent. of the working Negro population is unemployed and has been for a year or more. Immediate unemployment will some day pass, but this record of economic

waste suggests facts and factors hitherto omitted from nation-wide planning of employment problems.

Early in the year the Department of Industrial Relations of the National Urban League communicated with Governors, directors of Community Chests, Chambers of Commerce, Urban League secretaries, relief agencies, employment experts, officials of insurance companies, and other persons, whose contact with labor and financial conditions gives them an opportunity to answer the question propounded: "What is the effect of unemployment among Negroes in various parts of the country?"

We are aware of changes for better or worse which may have occurred between the receipt of information and the issuance of this statement, but whatever deviations there may be are slight.

This report seeks to present in condensed form the information contained in more than a hundred statements from every section of the country.

Acknowledgment

The Department is obligated to Mr. H. A. Lett of the Pittsburgh Urban League for his untiring efforts in compiling and analyzing the many items which were collected in preparation of this statement; also to those persons too numerous to list, who aided by supplying information.

THE SITUATION IN BRIEF

A glance at the accompanying table (Pages 11-14) will tell part of the tragic story in most of the principal cities of the nation. In every instance where figures are available, the percentage of Negroes among the unemployed is higher than their population percentage warrants, sometimes running as high as four times the proportionate amount, and in some instances, five and six times as high. It is of particular significance that the highest disproportionate figures are found in Northern industrial centers where the Negro is limited to unskilled occupations, and is in truth the marginal worker. This is not to be taken, however, to mean that the disproportion does not appear also in Southern communities where the per cent. of cases handled by relief agencies is also in excess of the per cent. Negroes form of the total population.

Slight Improvement Reported

In only a few cases are conditions improving for Negro workers. In most instances conditions have either grown worse or continued unsatisfactory during the past four months.

Whites Replace Negroes

There is abundant proof in reports from all sections of the country that many jobs Negroes once filled are being held by whites

-- a situation which has allowed whites to profit at the expense of Negroes. There seems to be no let-up in displacements of this character, either in the South or the North. In fact, what seemed to be a tendency two years ago appears now to be an accepted policy - to reduce unemployment among whites. Not only have whites been advantaged in this way, but Filipinos and Mexicans have also been placed in jobs from which entire crews of Negroes have been dismissed.

This substitution of workers of other races in jobs customarily held by Negroes has been chiefly in personal service occupations; the principal occupations being household employment, elevator operating, and hotel service. In a number of establishments, as in the case of hotels, white girls are employed in places formerly held by colored men.

Workers Shift from City to City

Noticeable shifts in population have menaced situations otherwise perplexing. Warnings have been sent out that no workers should come to certain cities. Brooklyn notices an influx from Detroit, and Detroit, favorably advertised because of a reported revival in the automobile industry, has had to house workers from other parts of the country. In New York City population movements from surrounding suburbs have aggravated the problem in Harlem; and throughout the country there is more than expected population mobility, even for unemployment periods.

The drought is credited with sending scores of Negroes into

Little Rock and Houston from the neighboring rural sections. Duluth reports a decrease in its Negro population due to the shutting-down of the steel plants in which Negroes had found employment, and to the rigorous climate. Less than 300 people of color remain in this city far up on the Lakes.

Wage Competition

Needless to say that wages have been cut -- races competing with each other in order to gain favor with employers. There are cases of whites under-bidding Negroes, as well as Negroes under-bidding whites. There are instances of one Negro doing the work of two whites at the wage of one.

Negroes Not Employed In Public Works

Correspondence with Governors was entered into in order to find out whether or not Negroes would be used in state public works. The replies were noncommittal in most instances. Said one Governor of a Southern state:

> "...There is quite a large amount of Negro labor used on all our contracts. We make no distinction between white and colored groups in employment..."

Said another from this same section:

> "...Your letter is the first suggestion I have heard that there might be some discrimination against Negroes, and I assure you that there is no basis in fact for such an assumption..."

A third, from New England, writes:

> "...I am sure that there is no discrimination in this state against the employment of Negroes..."

Some referred letters to their Departments of Public Works; a few expressed tacit agreement with the suggestion that Negroes might hope for employment on public jobs.

Our replies from these sources, and from others who are in a position to influence the employment of workers on public construction, indicate that to a very limited degree Negroes are being used in public works created for the purpose of making jobs for unemployed people.

Improvement

The bright side of the picture is presented by improvements in several sections of the country -- the packing plants in Omaha; roads and river construction near Memphis; the flour mills and lumbering industries of Seattle; a bumper cane crop and citrus yield in Florida; fertilizing plants in Augusta; the existence of public work projects in Pittsburgh; general favorable conditions in Denver; a lowering of unemployment in Dayton -- these are the principal sources of better times for Negro workers.

Loans on Insurance Policies

Another view of the situation is afforded in the experiences of insurance companies handling Negro business. One reports:

> "...Applications for policy loans have shown an increase of at least 33 1/3 per cent. during

the past year.... Our records also show an increase of 50 per cent. in applications for Surrender Value on contracts carried. Each of these items demonstrates in our minds the rigid financial depression, experienced notably by reason of the unemployment of the (Negro) group..."

A very complete statement from another insurance company says:

"...The amount of our policy loans has increased from $18,590.84 at December 31, 1928, to $48,580.20 at December 31, 1930. The amount of our loans is not so noticeable now because the average loan is a little over $50.00. The number of such loans, however, has increased about 300 per cent. during the past year.....and the number is growing from week to week.... we had an increase in death claims during the past year....and it appears to me that a great deal of the additional mortality may have been induced by lack of food, or worry, or improper medical attendance."

A third company reports in terms of dollars:

"...Our new business for 1930 was $6,755,460.00 and our lapses $6,572,245.00. You may draw your own conclusions from these figures."

A table submitted by still another company tells its own story:

Amounts Issued on Policy Loans by Years

Year	Amount	Per Cent. Increase	Amount Issued Month of January
1927	$ 175,074.08	.....	$15,150.90
1928	205,124.23	18.46	17,048.08
1929	267,001.70	30.11	24,917.61
1930	372,755.22	39.06	31,320.12
1931	.....	.....	36,482.06

Churches Active

Another highly significant development that has come in the wake of unemployment is the attention now given by Negro churches in providing relief for the unemployed. Frequent references in advices from all over the nation indicate that free kitchens, money relief and clothing, are being provided by religious institutions to supplement the work of social agencies. For the first time the Negro church has entered the field of practical social service on such a large scale.

CONCLUSIONS

But when we dismiss these details and look at the picture as a whole, we are forced to the following conclusions:

That the situation has not materially improved since the issuance of our last report in November;

That measures for relief are confined almost entirely to charity;

That Negroes get more relief but fewer jobs than others from agencies established to aid the unemployed;

That Negroes continue, and unless provision is made to the contrary, will continue to contribute more than their proportionate share of the burden of relief agencies;

That the economic structure of the entire Negro race is in an alarming state of disrepair, with dire effect upon

business and professional interests dependent upon the patronage of Negro wage-earners;

That restlessness is evident from one end of the country to the other, for unquestionably Negroes have lost jobs to which they will not return even when normal times come again; and

That the new jobs offered Negroes in public works have not been in proportion to their need.

Economic Implications

The condition of astounding unemployment disclosed in the various city reports listed herein -- seven per cent. of the population constituting 25 per cent. of the unemployed, 9 per cent. of the population constituting 66 per cent. of the unemployed; or 4 per cent. of the population constituting 25 per cent. of the relief cases, or 18 per cent. of the population constituting 92 per cent. of the relief cases -- is an economic problem that far transcends racial significance. It is usually assumed that economic systems make no deference to race. Academically this assumption holds, but practical cognizance should be taken of a situation which is degrading and pauperizing so large a part of the nation's population.

We submit, then, these facts and figures to those who seek a way to forestall or minimize future crises in unemployment. The factor of race presents an economic question which must find place in programs of regularization and relief. No program to prevent or limit

unemployment yet announced has recognized the problem presented by hordes of unemployed Negroes whose low standards of living should be the concern of business as well as of social workers.

This report is offered with the hope that it may emphasize the need for clear thinking on an extremely wasteful and harmful system.

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UNEMPLOYMENT CONDITIONS AMONG NEGROES

As Reflected in Local Unemployment Surveys and Estimates and Reports from Relief Agencies *

City and State	Per cent. Negroes in Population	Per cent. Negroes of Total Unemployed	Per cent. Negro of Total Relief Cases Reported	Notes
Akron, Ohio	** 4.5	---	25.	
Atlanta, Georgia	30.	32.	---	
Augusta, Georgia	46.	50.	---	
Baltimore, Maryland	17.	31.5	34.	
Boston, Massachusetts	2.5	---	---	Increases in 1930 over 1929: Applications 53%. Decrease: Orders 133%; Placements 151%
Buffalo, New York	3.	25.8	---	Negroes constitute 29.2% of total part-time workers
Charleston, S. C.	49.	70.	---	
Chicago, Illinois	4.	16.	25.	

Cincinnati, Ohio	8.	---	---	33% of men employed in Cincinnati plan are Negroes. Relief cases increased from 85 to 800, January 1930 to January 1931
Columbus, Ohio	10.	---	43.	
Dayton, Ohio	**10.		50.	Slight signs of improvement
Des Moines, Iowa	4.	25.		
Englewood, N. J.	**18.	39.	92.	
Ft. Wayne, Ind.	1.6	---	22-33.	
Ft. Worth, Texas	14.	---	---	1200 Negroes unemployed
Greensboro, N. C.	27.	---	---	Increase of 100% in 4 months of Negro case-load
Harrisburg, Penn.	7.	---	50.	Worse than in Fall
Houston, Texas	25.	50.	---	
Indianapolis, Ind.	9.	---	28.	Amount of relief being given has increased tremendously
Little Rock, Ark.	20.	54.	65.	
Los Angeles, Calif.	2.5	---	---	Getting worse. Placed 96 men in January as against 133 in November.

Lynchburg, Virginia	27.	35.	---	
Macon, Georgia	46.	55.	---	
Memphis, Tennessee	38.	75.	---	
New Brunswick, N.J.	3.5	19.	---	
New York City	3.5	---	10.5	Per cent. increase in case work in January 1931 over preceding year: Total, 74%; Negro 300%
Norfolk, Virginia	23.	30.	---	
Oklahoma City, Okla.	9.	---	---	67% increase in Negro relief from January 1930 to January 1931
Omaha, Nebraska	5.	---	25.	Drastic cut in domestic wages
Petersburg, Va.	45.	---	---	1640 Negroes out of work
Philadelphia, Pa.	7.	25.	35-40	20% of free school meals to Negro children. Slight improvement not affecting Negroes materially
Pittsburgh, Pa.	8.	38.	44. ?	Negroes given jobs in proportion to their greater need
Richmond, Ind.	6.	---	33.	

Richmond, Va.	33.	---	---	100% increase in Negro case-load October to January 1931
St. Louis, Mo.	9.	66.	60.	Of 330 jobs given, 10 went to Negroes
Shreveport, La.	40.	---	---	Report 1500 Negroes unemployed
Washington, D. C.	25.	29.	---	

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* This table is given simply for the purpose of convenience. Data is not comparable because so many factors enter into it.

** Indicates population estimates by local informant. Other population percentages based on United States Census of 1920.

THE MIDDLE ATLANTIC STATES

New York

Brooklyn -- Brooklyn reports fewer jobs in evidence now than at any time during the past four months. Added to unemployed Brooklynites is a large number of recent arrivals from a mid-western city.

New York City -- Here a grave situation exists with approximately 25,000 unemployed Negroes in Harlem. An increase of 300 per cent. of appeals for relief by colored families is reported by social agencies. In February Negroes were laid off in a number of plants -- in some instances to be supplanted immediately by white workers. Negro churches and organizations are laboring diligently to provide work, food, and clothing; but relief agencies are swamped with an unprecedented number of appeals of which 75 per cent. come from persons previously unknown to them. The 2,500 Negro families being aided by charitable organizations represent 10.5 per cent. of the total number of families receiving assistance. (The total number of applications to these agencies in November 1930 represented an increase of 74 per cent. over 1929 appeals for the same month; while the number of Negro families making application increased nearly 300 per cent. in the same period.)

Janitor jobs, totaling 600 in number, formerly held by Negroes, have been vacated. One concern laid off 12 colored porters to be replaced by white men. The Harlem problem is aggravated by the increased number of suburban workers who are moving into the city to obtain relief.

Rochester -- Rochester's problem expresses itself in the loss of jobs formerly held by Negroes and now occupied by whites. Finding work opportunities is regarded so important that a group of white and colored citizens recently approved of an industrial survey in order to disclose exact sentiment respecting employment of Negroes and available quality and quantity of Negro workers. Part-time jobs created by the city to relieve unemployment have engaged fewer than 50 Negroes. Nevertheless, only 15 families of this race were being aided by the charities at the time of our report.

Syracuse -- In Syracuse the situation is said to be acute. A newspaper campaign in behalf of the unemployed Negro workers has been instituted. Approximately 52 per cent. of the 2,200 Negro workers in Syracuse are out of employment, the male element being the more seriously affected.

Buffalo -- It has been found that "in 1929 as in 1930, the greatest proportion of unemployed males was found among the native colored and the least among the native whites; the largest proportion of

males employed part time was found among the native colored and the smallest among the native white; the smallest proportion of males employed full time was found among the native colored and the largest among the native white." The situation reached a high peak in February of 1931 and continues to remain acute. Domestic work for members of the race has almost entirely disappeared. In this field openings are few, and in those jobs formerly paying from $12 to $15 a week cuts have been made to $7 and $10.

Negro workers have been excluded in the "Man-A-Block" plan which provides a minimum of $15.00 a week -- the amount being raised in the block by contributions from people in the residential sections for the removal of snow and other wastes. There has been no discrimination evidenced in the industries.

New Jersey

Englewood -- The critical condition of the Negro population of Englewood is reflected in reports which show that colored applicants for work constitute 38 per cent. of the number applying, although they represent but 18 per cent. of the population. From October 1, 1930 to January 1, 1931, the city aided 117 families of which 96 were Negro. During this same period nearly half of the amount expended by welfare agencies was directed to the aid of Negroes. Placements in emergency relief work have been divided equally, not proportion-

ately, among Negroes and whites. During January 1931, the increased need of Negro workers is shown in the division of $1,100 contributed by the City Poormaster. Of 137 families aided during this month, 127 were Negro and 10 were white.

Trenton -- It is thought that there has been no appreciable improvement of conditions since October. At that time 46 families, in which no member was working, were discovered. By way of comparison, 81 Negro families are at present (February) receiving aid from a city relief fund.

Newark -- No gains in employment have been experienced by Negroes in Newark since November. On the contrary a steady decline in employment opportunities, the inadequacy of emergency labor plans, and a steady movement of labor into the city have created a situation for which no immediate relief is anticipated.

New Brunswick -- Of the 1,390 persons registered by the Mayor's Unemployment Committee, 266 were Negroes, representing 19 per cent. of the total. The Negro population is estimated at 3.5 per cent. of the city's total. A survey of work opportunities for Negroes is being considered by the Council of Social Agencies, who recognize that Negroes are more seriously affected by unemployment than any other group.

Montclair -- Of a total of 497 men registered by the Bureau of Occupation, 271 were Negro and 226 white; of 336 women registered, 254 were Negro and 82 white. "The agencies dealing with families report much mental suffering and worry but so far no actual starvation. Conditions are worse this month (March) than last, although they are not by any means out of hand."

Pennsylvania

Harrisburg -- More than half of the unemployment cases listed with social agencies are Negroes, indicating that conditions as reflected during January and February are no better than in the Fall, but on the contrary appear to be much worse.

Pittsburgh -- A steady decline in employment opportunities was noted with the beginning of the new year, together with a corresponding increase of demand upon relief-giving agencies. The steel industry has not shown any new life and coal mines are reducing forces to an alarming degree. An emergency relief plan is now beginning to function on a comparatively large scale, and jobs, mainly in public works, are being created. Of the first 700 men placed on jobs by this committee, 300 were Negroes. Colored families constitute fully 44 per cent. of those being served by charitable agencies and are being allotted employment in proportionate numbers. The case-loads

of relief agencies have risen to unprecedented figures, a large per cent. of which represents families of both races who have heretofore been unknown to these organizations. Employment office reports, statistics from a Negro insurance company, and case-loads of welfare agencies indicate an increasingly critical condition which the emergency work plan can relieve but slightly.

Philadelphia -- Contrary to reports from other sections, Philadelphia is experiencing a slowly increasing demand for labor, one however which in no wise meets the work demand. A revival of several industries, and the return to work of many laid-off employees is accompanied by a report of greater placement activities in January than in December. Employment conditions among Negroes have not increased proportionately with those of the white group, and the effects of the depression are more severe. Between 35 and 40 per cent. of the families receiving aid from charitable agencies and the municipal bureau are Negroes, here again in greater proportion than their population percentage warrants. Colored churches are rallying to the assistance of destitute families and individuals. School feeding-stations are being operated by the Board of Education, and 20 per cent. of the children attending are colored.

Scranton -- About one-tenth of Scranton's Negro population of between 700 and 1,000, are out of employment. This is a far better

situation than experienced throughout 1930. At this time there is no evidence of much suffering as a result of unemployment.

THE EAST NORTH CENTRAL STATES

Ohio

Akron -- Approximately 25 per cent. of those applying for relief are Negroes although constituting but 4.5 per cent. of the city's population. One institution, which for three months has been serving free meals to the unemployed, reports that between 35 and 40 per cent. of the 14,050 meals served were given to Negroes.

Cincinnati -- The Cincinnati plan is providing three days' work t each week to approximately 2,085 men, one-third of whom are Negroes, who are said to represent 25 per cent. of the total unemployed in the city. In December 1929 the Associated Charities were aiding 85 colored cases as compared with 800 listed in January 1931. Of the men served by the city free lunch rooms, 60 per cent. were Negroes.

Columbus -- Of 7,000 unemployed persons registered, 2,600 or approximately 37 per cent. were Negroes. This is approximately 10 per cent. of the total Negro population. The case-load of this 10 per cent. Negro population represents 43 per cent. of the total case-load of charitable organizations.

Dayton -- Employment is on the increase and relief is showing corresponding decrease. Of persons aided by welfare organizations in December, 50 per cent. were Negroes, but only 38 per cent. of those aided in February were Negroes. More recent reports indicate that conditions are still improving.

Cleveland -- The Negro population of Cleveland has suffered greatly for the better part of a year. Figures for 1930 as compared with those for 1929 are most discouraging. Among cities listed in our last report Cleveland showed the largest per cental decrease in available jobs. This figure was 62.1 per cent. More recent reports indicate a slight improvement.

Youngstown -- That branch of work in the large mills which engages the greatest number of Negro laborers in normal times, is practically dead, resulting in critical conditions among the Negro workers. The few employed at present are given but a few days' wages each pay period which keeps them supplied only with the bare necessities.

Michigan

Misleading news stories have been responsible for an influx of white and Negro labor into Detroit, seeking work in the automobile plants. This has placed an additional burden on already

overtaxed welfare agencies without evidence of any material relief being supplied by industry. All the other cities in Michigan have relatively few Negroes. Scattered advices tell of few changes for the better. Pontiac and Flint, automobile centers to which large numbers of Negroes have gone in recent years, still feel the breakdown in the automobile industry. The same is true of Lansing, although only a few Negroes work in the automobile plants in that city.

Illinois

Chicago -- At the time of a dispatch from Chicago, approximately 135,000 idle persons were registered by the Governor's Commission on Unemployment and Relief in the city. Of the first 90,000 registered, more than 15,000 were Negroes, it being estimated that at present one-tenth of the city's Negro population is unemployed. At one time the case-load of charitable organizations was ten times that of the preceding year. Fully 25 per cent. of relief given during 1930 and in January 1931, went to Negroes of the city. One-tenth of the men in "made jobs" are Negroes. In each of six different sections of the South Side, one or more churches are maintaining free feeding-stations. Funds are being raised among Negro merchants and their employees for relief work.

An idea of the effect unemployment among Negroes has upon business generally may be gleaned from reports indicating that in-

surance policy loans in 1930 show an increase of 82 per cent. over the preceding year. New business increases and premium collections have experienced fluctuations as startling and the amount in lapsed policies has increased 28 per cent. during the past year.

Springfield -- From the state capital comes the encouraging word that a large number of colored workers are being employed in construction work. Negroes have lost several important positions lately, and a number of personal service places are now being filled by other workers.

Indiana

Indianapolis -- As early as December many local industries limited production to three and four days a week. Commercial institutions curtailed expenses by decreasing the number of employees. Industries employing a large number of Negroes are using about one-third of their normal forces, and then on part-time basis. In 1929, 22 per cent. of the applicants to one relief agency were Negroes. This ratio has increased to 26 per cent. The township trustees are giving relief, and two colored organizations have opened soup kitchens in the Negro sections. Many instances of "doubling up" to save rent are noted.

Richmond -- Approximately one-third of the relief cases recorded

by social agencies and township officials are Negro cases. All classes are being served indiscriminately according to their needs.

Fort Wayne --- Unemployment is not experiencing adequate relief in spite of the efforts of a local unemployment commission. Negroes have suffered greatly over a long period in Fort Wayne.

Wisconsin

Beloit -- Approximately 150 of Beloit's Negro population are reported out of work although ample funds in the community chest have prevented any unusual suffering. Present trends indicate a more favorable condition now than during the last quarter of 1930.

Madison -- State work is reported to be available to any citizen regardless of race or color.

Milwaukee -- Optimistic reports of early recovery of business have not been sustained in reality. Although fewer men are being laid off, it is equally true that fewer are being placed in employment. Savings have been consumed, insurance policies lapsed, or loans made on them to their limit.

Racine -- Relief agencies are caring for 45 Negro families and 25 single men in the city's population of approximately 700 Negroes. Conditions seem no worse than the latter part of 1930, but neither are they better. No unusual cases of want or suffering are noted.

THE WEST NORTH CENTRAL STATES

Iowa

Des Moines -- Of 2,500 Negro family heads, about 15 per cent, are totally unemployed and another 40 per cent. are on part-time work. Projected building programs may provide openings for Negro hod-carriers, mortar-mixers and other construction workers.

Minnesota

Duluth -- The Negro population of Duluth -- about 300 -- is said to be diminishing, most of them having left the city when the steel plant slackened its operations. Relief cases are cared for by the Family Welfare Society when necessary.

St. Paul -- Negro males registered in a city-wide registration numbered 94, females 57. Nineteen of these men were railroad waiters affected by lay-off, and eighteen were skilled workers in some line. Thirty-seven per cent. of the men and 26 per cent. of the women had been in St. Paul less than a year.

Missouri

St. Louis -- Conditions in St. Louis seemed considerably worse in

February than at any time during the depression. Of 17,000 applications filed with the Citizens' Application Bureau, two-thirds were Negroes, as were 9,000 of the 21,000 persons listed by the Citizens' Employment Bureau. Between 60 and 65 per cent. of active cases handled by the Bureau for Homeless Men are of the colored race. In addition, Negroes constitute 60 per cent. of the detached individuals receiving bread and clothing from the Salvation Army, and 50 per cent. of their family cases; one-fourth of the family cases of the St. Vincent de Paul Society; and an inordinate proportion of the Providence Association cases. Yet, of the 330 permanent jobs secured by the emergency committee, only 10 went to colored workers. Men are continually being let out in lots of from 50 to 200, and several instances of the practice of replacing Negro workers with white have been noted. Employment records show a decided loss in orders for help and placements during February, with a sharp increase in the number of applications.

Several large Negro churches are serving free meals, some of them averaging more than 100 meals a day. One church has served meals to over 2,000 Negroes and approximately 1,000 white persons. A women's club has provided a dormitory for homeless women, averaging 17 lodgers per night.

Kansas City -- The Provident Association reports an expenditure of $3,765 among Negroes during December 1930 as against the sum of $1,354 the previous December. One hotel replaced its force of 20 Negro maids, elevator boys and cooks with Filipinos, and thereby cut its wage bill practically in half. Public agencies are giving relief without regard to color.

Nebraska

Lincoln -- Although no authentic figures on unemployment among Negroes are available, it is reported that there is no greater suffering among Negroes than whites in this community. Approximately 1,200 Negroes live in the city which is a railroad division point, and many of them are employed in the Pullman service. The Social Welfare Society cares for all cases of relief, regardless of color.

Omaha -- Reports of the several social service agencies indicate that there has been very little improvement in unemployment conditions. One agency reports that of 1,000 active relief cases, 248 are Negro, a ratio of 25 per cent., while the population ratio is 5 per cent. These figures are substantiated by other local agencies.

One organization reports that during the month of January, more women were placed than during the two preceding months combined. This difference was noted however; that domestic ser-

vice jobs formerly paying $10 to $12 per week are now offered at $7 and $8, and the requests are largely for younger women. Resumption of activities at four packing houses has resulted in the recall of 200 Negro employees. In some instances Negroes have replaced whites on skilled jobs, but in at least two of them, the colored worker has been required to do the tasks formerly performed by two persons and at the salary paid only one of the former workers.

South Dakota

Pierre -- Inasmuch as South Dakota's unemployment is the lowest per capita in all the states of the Union, and the fact that the colored population in this state is very small, it is not believed that the unemployment situation among Negroes is very serious, according to an official statement.

THE NEW ENGLAND STATES

Though latest reports indicate a slight improvement in employment conditions in New England, there is no evidence that Negroes have begun to profit from it. Boston, Hartford, and New Haven, in which live approximately 32 per cent. of all Negroes in New England, have made no perceptible improvement for their Negro workers in recent months. The silk, textile fabrication, and metal industries which while below normal, are improved over what

they have been, are those in which few Negroes are ordinarily employed; hence improvement here has not registered among Negroes.

New Hampshire's Negro population of 790 is so small that the group problem is minimized to the point of extinction.

From Rhode Island, in which live only 10,000 Negroes, there is no report.

Boston -- Applications for work in the one Negro employment bureau during 1930 showed an increase of 53 per cent. over the preceding year, while calls for help declined 133 per cent. in the same period. Placements for 1930 were 151 per cent. below the 1929 figure. January, February, and March of 1931 give no promise of improvement. The month of January disclosed numerous instances of lay-offs. One employer furloughed 51 Negro workers. Other workers who had held their jobs from three to fifteen years were dropped. Replacements of Negro workers by white is also reported in several instances.

Worcester -- Few Negroes are in the ranks of skilled or unskilled workers in Worcester's industrial plants, but unemployment has affected those who are in casual and personal service occupations. Agencies interested in Negroes are emphasizing preparation on the part of younger members of this race in order to present their claims to employers.

Hartford -- Definite figures indicating unemployment among Negroes have not been reported to us. Considerable unemployment is said still to exist, and Negroes and whites are sharing proportionately in the benefits provided from city cleaning and repairing work. Extra appropriations to charitable agencies have been expended among Negroes as well as whites.

THE SOUTH ATLANTIC STATES

Maryland

Baltimore -- The unemployment situation in Baltimore in January 1931 seems to be but little worse than experienced throughout 1928, 1929, and 1930. Negroes, approximately 17 per cent. of the population, represented 31.5 per cent. of the city's unemployed in 1930, as compared with 30.3 per cent. in 1929 and 32.6 in 1928. Relief agencies show a decided parallel of indigency with unemployment, 30 per cent. of the cases in 1929, and 34 per cent. in 1930, being Negro families.

District of Columbia

Washington -- In the Nation's capital relatively more Negro than white workers are out of employment. Governmental department workers, Negro and white, have not been found among the unemployed to any great extent. The largest group of unemployed Negro men

are those usually engaged in the building industry. Four-fifths of the 31,000 gainfully employed Negro women are usually engaged in domestic or personal service in normal times. It was found in April 1930 that close to 1,200 or nine-tenths of all unemployed women at that time, were representatives of this service group. It is significant that in Washington's 111,988 Negro population, 80.5 per cent. of the males, and 52.8 per cent. of the females were gainfully employed in ordinary times.

Virginia

Danville -- The unusually grave situation resulting from unemployment has been aggravated in Danville by the textile strike. Strike conditions have been felt among all classes to the extent that ordinary jobs of cleaning, washing, and general housework have been done within the families which formerly engaged Negro workers. The tobacco crop, which usually furnished work to hundreds of Negroes between September and March was somewhat lighter this year. This was attended by a lowering of the wage rate usually received. The suburban sections of the city suffer for want of relief with little assistance being given by community budgets which may not extend their work beyond city limits.

Lynchburg -- From a population of over 30,000 a total number of 705 unemployed persons were registered. Approximately 35 per cent.

of this number are Negroes, who constitute 27 per cent. of the total population.

Norfolk -- Norfolk places its unemployment figure at 5,000, representing roughly one-fifth of its employable population. Of this number, Negroes constitute 30 per cent. In the temporary work plan instituted in November a just proportion of Negroes were employed, but lack of funds forced a discontinuance of the plan. There is evidence of great need for assistance among both races.

Roanoke -- The case-load of relief agencies for the last four months of 1930 show an increase of 114 per cent. over that of the same period in 1929. No definite estimate of Negro representation in these figures is obtainable.

Richmond -- A 20 per cent. decline in available positions since November, and an increase of 29 per cent. in applications for work, sum up the employment conditions in Richmond. The closing of a large railroad shop has transferred many skilled workers to other cities and released all unskilled workers who are Negroes. The tobacco industry, which employs a large number of colored workers, is in its slack season. The case-load of the relief agency for colored families has increased nearly 100 per cent. since October. Insurance companies report a decline in premium collections and an increase in payment of sick benefits. One church in the city

is feeding over 100 Negroes daily. A steady stream of rural dwellers from surrounding territory aggravates the problem.

Petersburg -- During the first week in February, a total of 1,640 Negroes were unemployed, estimated as affecting 8,200 of Petersburg's Negro population of nearly 14,000.

North Carolina

Charlotte -- Since November, Charlotte has experienced no significant changes other than a gradual but perceptible decline in employment. The first week in February brought the lowest point in employment yet experienced.

Durham -- Durham's unemployment continues unabated, with few, if any immediate signs of improvement evident. Business feels the effects, particularly the insurance field.

Greensboro -- An increase of 100 per cent. in December 1930 over 155 Negro cases carried by relief agencies during the same month of 1929, is an indication of the effect of unemployment in Greensboro. This figure represents a more rapid and abnormal increase than is true of white family cases.

South Carolina

Charleston -- Between 2,000 and 3,000 persons are unemployed in

Charleston, 60 to 75 per cent. of whom are Negroes described as being of the type who work on a temporary basis. Charleston has been more favored than other cities in that it has not yet been faced with the necessity of an emergency effort.

Georgia

Atlanta -- Conservative estimates fix Atlanta's unemployment figure at 25,000, fully 8,000 of whom are Negroes. Such jobs as are being opened are being given to white men. Efforts are being made to raise $100,000 for a relief fund which is interpreted locally as an indication of continued industrial inactivity. December and January saw an increasing number of appeals to relief agencies. Atlanta's Negro population is better than 30 per cent. of the total, but represents 32 per cent. of the unemployed.

Augusta -- While funds held out, civic clubs maintained an unemployment registration bureau. At the time of suspension of activities, this bureau had registered 1,839 applicants and placed 226 on jobs, both figures representing a nearly equal division of Negro and white workers. On January 10, about 200 Negroes were employed by the resumption of business in the fertilizer plants.

Macon -- Although the 1930 census places the total number of Macon's unemployed at 1,564, the emergency employment bureau registered about 500, 55 per cent. of whom are Negroes.

Florida

Tampa -- Conditions, though still below normal, are much brighter than in November. The sugar cane industry on the east coast is employing about 2,000 Negroes in cane harvest, over 100 of whom were supplied from Tampa's list of unemployed. The recently released cigar workers are being absorbed by the canning industry which is in the midst of the citrus season.

THE EAST SOUTH CENTRAL STATES

Tennessee

Chattanooga -- Employment is considered to be somewhat below the November level. The Chamber of Commerce relief department has registered 1,600 unemployed Negroes, and has placed an appreciable number.

Knoxville -- Employment service in the city has registered a total of 1,344 Negroes, 33 per cent. of whom have been placed on jobs. Many colored workers have part-time jobs and are reported to be experiencing less unemployment than the white workers of the community.

Memphis -- Seventy-five per cent. of Memphis' 13,500 unemployed people were Negroes as reported for the latter part of January. However, case-loads are reducing and there is evidence of slowly in-

creasing employment in river and road work.

Nashville -- The employment trend at the close of December was perceptibly downward and considerably below the 1929 figure, as reflected in payroll reports from 87 establishments of the city. Banking debits, clearings, and deposits, show decided declines; as do reports on construction work and retail trade. Relief and employment agencies are unanimous in declaring the situation very serious.

THE WEST SOUTH CENTRAL STATES

Arkansas

Little Rock -- Little Rock has attracted a considerable number of rural workers deprived of employment and sustenance by the drought. The short cotton crop has closed the cotton oil mills which ordinarily employ many Negroes. One-fifth of Little Rock's population is colored, and 54 per cent. of the unemployed who have registered are of this group. Six hundred registrants have been given three days' work a week by the city and these are evenly divided as to race. Negroes represent over 65 per cent. of the families served by social service bureaus.

Louisiana

Shreveport -- There is no acute suffering among the unemployed Negroes of Shreveport, who number less than 1,500. This is reported as not being alarming or unusual as the Negro unemployed chronically number more than half of this figure. Over 200 Negro families are receiving aid from social organizations and all farm tenants in the vicinity are being carried by their planter-employers. Both races are sharing in part-time employment.

Oklahoma

Oklahoma City -- The social agency for Negro work is taxed beyond capacity and there has been a tremendous increase in the case-load for Negroes. In spite of the curtailment of the district formerly served by a colored worker, that department alone reported for January 1931 an increase of 67 per cent. over the listed families in January 1930. Of the 383 families served at this time, 171 had not been known to social agencies heretofore. In 364 of these families unemployment was the major problem. There is no free employment bureau in the city for Negroes other than the one operated by the State Labor Bureau.

Texas

Austin -- Several organizations of Austin have released Negroes and replaced them with white workers. One colored man has been

appointed poll tax agent, the first recognition of this kind in this section.

Fort Worth -- Approximately 1,200 Negroes in Fort Worth are unemployed, with no relief in sight until the opening of agricultural work in June. Welfare agencies are caring for those in need.

Houston -- Several large concerns, including railroad shops, usually employing over 2,000 colored workers, began reducing forces early in 1930 until practically all were idle. The drought let loose a flood of rural workers, many of whom poured into Houston. Throughout December churches, social agencies, clubs and schools contributed freely to the relief of the unemployed, over half of whom were Negroes. Early in February considerable public work was opened up. However, Mexicans and whites have received the bulk of this work, very few Negroes being employed. Railroad shops are now showing signs of awakening and some men have been re-employed. The building of a railroad station is also expected to engage many men in the near future. Efforts have been made by certain agencies to replace Negro help with white, but employers have not been visibly affected by these programs.

San Antonio -- Early reports in February indicate that Negroes are still being released from jobs, in one instance being replaced by whites.

THE MOUNTAIN STATES

The sparsely settled states in the Mountain section have not been seriously affected by the industrial depression. With a negligible Negro population represented, their unemployment problems are not distinguishable from the situation in general. However, a report comes from Colorado:

Denver -- The latter part of January and early February show definite signs of improvement in local unemployment, which at no time has been critical. Conferences between local and state officials relative to public work programs as preventive measures have received good responses and some work is being opened up.

THE PACIFIC STATES

California

Los Angeles -- Conditions of unemployment among Negroes are much worse than in November as evidenced by the placement of 96 men in January as compared to 133 in November, by the several employment agencies. Many instances of the replacement of Negro workers by whites have been reported, and hundreds of Negro domestic workers have been discharged and replaced by whites. Transient Mexican laborers are being deported and immigration restrictions have been made which are reducing the entrance of Mexicans to a minimum.

Berkeley -- Family relief is being given indiscriminately to Negroes and whites. No indication of employment trend has been given.

Washington

Seattle -- Although Negroes are found in many unique positions in this city, it cannot be said that they play a prominent part in the industries. In the immediate vicinity of Seattle there is no evidence of an early revival in industry. In the state at large, lumbering, meat packing and flour milling activities are being seen. Railroads have laid off more than the usual number of porters and dining car waiters. December 1930 showed an increase in case-load of social agencies of 74 per cent. over November, which in turn was 58 per cent. above the load of November 1929. The extent to which Negro families contributed in this report is undetermined. The Salvation Army is housing an average of 300 men each month, among whom are usually 18 to 20 Negroes.

Emergency relief work which began by registering the unemployed in November and December, listed 5,000 workers. Men are being employed in shifts of 150 each on city work, and are drawn in rotation without any discrimination.

****

November 11, 1931.

Mr. T. Arnold Hill,
Director, Department of Industrial Relations,
National Urban League,
1133 Broadway,
New York, N. Y.

My dear Mr. Hill:

This is merely a word to say that I have in mind your request for statistics from Commissioner Stewart's Division of this Department. Mr. Stewart, however, is still absent in Porto Rico, and, of course, I have been unable to lay the matter before him. Immediately upon his return, however, the latter part of this month, I shall take up with him personally your request, and feel that he will be glad to do whatever he can to be helpful.

With kindest personal regards, I am

Very sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

P. S. On November 3d, I was compelled to "cut" my New York visit to a very few hours, because of the pressure here.

Urban League

Harris, Robert J.

January 16, 1925.

Mr. Robert L. Vann,
Editor, Pittsburgh Courier,
518 Fourth Avenue,
Pittsburgh, Pa.

My dear Mr. Vann:

Permit me to thank you for the generous display which you gave, in the "Courier" to the statement of Secretary Davis with regard to his hopes in behalf of the Negro people of America.

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

Vocational Studies —
N. Y.

186 Shonnard Terrace
Yonkers, N. Y.

[illegible]

[illegible]

[illegible]

number of this magazine and I would deeply appreciate a prompt reply to this letter.

Very sincerely yours,
Evelyn [illegible] Jay

Business address –
Mr. Evelyn [illegible] Jay,
Dir. of Vocational Guidance,
[illegible] H. S. No. [illegible] Wash.
[illegible] 116th St. & [illegible] Ave.

in matters of [illegible] education, I am [illegible] "Commercial Life," which is to be used as a vocational information matter in vocational guidance in our [illegible] schools.

I would be pleased if you would send me any information you have on this subject.

Want to be released from [illegible] the number of [illegible] lot, to

May 25, 1931.

Mrs. Evelyn B. Barry,
Educational and Vocational Counselor,
Junior High School No. 139, Manhattan,
241 East 119th Street,
New York, N. Y.

My dear Mrs. Barry:

I have your letter of May 23d, in which you inquire whether this Department has on hand material which would be helpful to you in preparing a monograph on the subject, "The Negro Girl in Commercial Work."

The work of this office has to do, principally, with wage-earners and their relationships in the general field of Industry and Labor. I regret, therefore, that I have no specific information regarding the subject you mention. I do have, however, some general information regarding occupations of Negroes in New York City, which I will gladly loan to you, if you desire it.

In the meantime, I am transmitting your inquiry to two governmental experts, Dr. Ambrose Caliver, of the U. S. Bureau of Education, and Mr. James A. Jackson, of the Department of Commerce, with the request that they send you any material they may have with regard to the subject matter of your letter.

With kind regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

Copies to:
Dr. Ambrose Caliver,
Bureau of Education,
Washington, D. C.

Mr. J. A. Jackson,
Department of Commerce,
Washington, D. C.

DEPARTMENT OF EDUCATION
CITY OF NEW YORK
THE ELMER ELLSWORTH JUNIOR HIGH SCHOOL 159, MAN.
241 EAST 119TH STREET
JENNIE BERMINGHAM, PRINCIPAL

TELEPHONE NUMBER
HARLEM 4297

May 26, 1931.

Mr. Karl T. Phillips
Commissioner of Recreation,
Department of Parks,
Livingston, N.Y.

My dear Mr. Phillips,

I want to express my
appreciation of the prompt and courteous reply to my
request for information relating to the
Star of Commerce Fund and the trouble
you have taken in the matter.

My interest in the project
and a profound ignorance are my stock
in trade in requesting this favor, and
I shall indeed be grateful if you will
lend me anything that may give me even a
broad general knowledge of Maritime in
per the City. If you will be so good
as to lend me material, I shall take
the best of care of it, and return it to
you just as soon as I can. My thesis

DEPARTMENT OF EDUCATION
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TELEPHONE NUMBER
HARLEM 4297

must be in the hands of the University reader by the middle of July, I should be obliged to work quickly.

Thanking you again, and assuring you of my appreciation and gratitude, I am,

Very sincerely yours,

Mary B. Barry
Ex. & Sc. Director.

May 27, 1931.

Mrs. Evelyn B. Barry,
Educational and Vocational Counselor,
Junior High School No. 159, Manhattan,
241 East 119th Street,
New York, N. Y.

My dear Mrs. Barry:

In reply to your letter of May 26th, I am glad to send to you, under separate cover, a carbon copy of a survey which I made in New York some years ago, in connection with vocational questions. I do not know whether this material will be very helpful to you, because it has but little, if anything, to say regarding commercial work, in the strict sense. I regret that I do not have copies of the questionnaire which was used in making this survey, but the same are exhausted. Inasmuch as this copy is a file copy, I will have to ask you to return it as soon as you possibly can, that is, within a month, at least. I am enclosing a franked mailing slip which you may use for that purpose and which, of course, does not require postage.

I cannot refrain from saying that, as you may know, I am a native New Yorker, and, of course, enjoy an added pleasure to being helpful, whenever I can, in industrial matters which pertain to that city and its great content of workers.

With kind regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

Enclosure
Separate cover

Virgin Islands

Do not Remove

Files

Report of the Federal Commission appointed by the Secretary of Labor to Investigate Industrial and Economic Conditions in the Virgin Islands U. S. A.

U. S. DEPARTMENT OF LABOR :: *February 29, 1924*

DEPARTMENT OF LABOR

JAMES J. DAVIS, Secretary

REPORT

of the Federal Commission
appointed by the Secretary of Labor
to investigate

INDUSTRIAL AND ECONOMIC CONDITIONS IN THE VIRGIN ISLANDS, U. S. A.

COMMISSIONERS

GEORGE H. WOODSON . . . . . Iowa
CORNELIUS R. RICHARDSON . . . . Indiana
CHARLES E. MITCHELL . . . . West Virginia
JEFFERSON S. COAGE . . . . . Delaware
W. H. C. BROWN . . . . . Virginia

February 29, 1924

GOVERNMENT PRINTING OFFICE
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REPORT OF THE FEDERAL COMMISSION APPOINTED BY THE SECRETARY OF LABOR TO INVESTIGATE INDUSTRIAL AND ECONOMIC CONDITIONS IN THE VIRGIN ISLANDS, U. S. A.

SIR: The Federal Commission to the Virgin Islands was appointed to investigate economic and industrial conditions in the islands, to ascertain the underlying causes of the alleged industrial depression, and to furnish your department with all the facts connected therewith.

The commission left Washington on Saturday, January 12, and arrived in New York City at 7 o'clock a. m. of that day, going almost immediately to Pier 69, North River, to take passage on the S. S. *Bolivar*. On being informed that this ship would not sail according to schedule the commission communicated with the department and arrangements were perfected to sail on the S. S. *Parima*, Thursday, January 17.

Headquarters were established at the Olga Hotel, One hundred and forty-fifth Street and Lenox Avenue, and after a survey of the situation had disclosed the fact that thousands of natives of the Virgin Islands were living in New York City, many of whom had only recently left their island homes and therefore had intimate knowledge of conditions there, it was decided to begin hearings for the reception of such information as might be available.

Many persons were examined and submitted statements. These statements were largely complaints as to low wages, deplorable housing conditions, and the harmful effect of prohibition on the bay-rum industry. Another matter of general complaint had to do with the civil status of the islanders and their expressed desire to become full-fledged American citizens. (See appendix.)

The commission sailed from New York on January 17 and arrived at St. Thomas at noon, January 23, 1924.

Lieut. R. J. Monteith, assistant government secretary, representing Gov. Philip Williams, met the commission, extended a formal welcome, and conducted the members to the Government House, where they were received by Lieut. Commander W. S. Zane, who at once took up the question of headquarters and accommodations. He also tendered the assistance of the government in facilitating the investigation.

After being presented to Governor Williams, headquarters were established at Carlton Terrace, and at 4 o'clock p. m., the actual work of investigation was begun, and the following program adopted:

ST. THOMAS.

Nine to twelve, noon, each day, except Sundays, to be devoted to hearings of representative citizens on general economic conditions of the Virgin Islands in all phases.

Each afternoon from 2 to 4.30, to be devoted to inspection of public facilities, housing conditions, agriculture, and commercial enterprises.

Friday, 2 p. m.: Inspect public schools with director of education. Saturday, 2 p. m., tour of island by automobile.

Monday, 2 p. m.: Inspection of medical and sanitation departments, including visits to municipal hospital, sanitation department, night-soil removal service, etc., with chief municipal physician and chief sanitation officer.

Tuesday, 2 p. m.: Inspection of public works department and public library, with public works officer and aide for public welfare; inspection of public works department to include road repair and maintenance, etc.

Wednesday, 2 p. m.: Visit rum manufacturers' shops, and places of business generally.

Thursday, 2 p. m.: Inspection of operations of the harbor, including harbor facilities, accompanied by the harbor board. Inspection of police and prison departments, accompanied by director of police and police commission.

Friday, 2 p. m.: Inspection of the island of St. John, leaving St. Thomas at 10 a. m. and returning about 4.30 p. m., visiting Cruz Bay, Coral Bay, and Leinster Bay Reform School.

ST. CROIX.

Saturday, 10 a. m.: Leaving St. Thomas on U. S. S. *Grebe*, arriving Christiansted about 5.30 p. m.

Sunday: Tour of island by automobile.

Monday, 2 p. m.: Inspection of city schools, public library at Christiansted, and agricultural experiment station.

Tuesday, 2 p. m.: Inspection of Christiansted Municipal Hospital, insane and leper asylums, and public works activities at Christiansted.

Wednesday, 2 p. m.: Inspection of Richmond Penitentiary, King's Hill Poor Farm, and King's Police Station.

Thursday, 2 p. m.: Inspection of the police and district courts, and St. Croix and Bethlehem sugar factories.

Friday, 2 p. m.: Inspection of the port of Frederiksted, Frederiksted Municipal Hospital, Frederiksted Public Library, and La Grange sugar factory; visit city schools at Frederiksted and Diamond School. Inspect road work en route.

The above programs were closely adhered to, and they form the basis of the commission's work and investigation. The memorial submitted is printed in the appendix.

HISTORY OF PURCHASE AND AMERICAN OCCUPATION.

The Virgin Islands were purchased by the United States from the Kingdom of Denmark for the sum of $25,000,000.

The necessity for the purchase, which was the result of a long series of negotiations, was the strategic value of the islands with relation to the defense of the Panama Canal. Situated on the eastern edge of the Caribbean Sea they form a natural outpost of the Panama Canal as well as a natural port of call for vessels plying between Europe and the canal. They also offer a convenient port of call for shipping sailing the trade routes between ports on the east coast of North and South America.

The purchase of the islands was made pursuant to the act of March 3, 1917, about one month before the declaration of war with Germany. The group consists of three islands, St. Thomas, St. Croix, and St. John, with about 50 islets, mostly unnamed and uninhabited, lying about 60 miles due east of Porto Rico. The language is English.

The island of St. Thomas has a total population (census of 1917) of 10,191, is distant 42 miles from St. Croix, and about 2 miles from St. John. It is the second largest island and on this island is located the harbor of St. Thomas. This harbor, one of the most beautiful in the world, is almost landlocked. The water is deep enough to take the largest ships, and so for generations it has been an important factor in the trade of all maritime nations with the West Indies. The town of St. Thomas picturesquely situated along the shore of the harbor, has a population of 9,000 inhabitants. It is the only town on the island, and as the total population as given above is only about 10,000, it is apparent that the country districts of the island are sparsely populated. As the harbor has been for generations the chief source of livelihood for the population of the island, agriculture is almost nonexistent.

The island of St. Croix, the largest of the group, is entirely agricultural and produces principally sugar. It has no real harbor, and in consequence has no commercial activity of any extent. The population (census of 1917) is 14,901. There are two towns, Christiansted and Frederiksted. A notable feature of St. Croix is the many miles of good roads.

The island of St. John, distant 42 miles from St. Croix, is the smallest of the group. It has a population of less than 1,000, raises a few cattle, produces bay leaves (which form the basis of the bay-rum industry), and is relatively unimportant.

The islands have an area of 132 square miles (about one-tenth of that of Rhode Island), and of the population of 26,000 persons 95 per cent are wholly or partly Negro.

ECONOMIC CONDITIONS.

ST. THOMAS AND ST. JOHN.

The island of St. Thomas is purely commercial, the population depending almost entirely upon the activities of its beautiful harbor. As before stated, the harbor of St. Thomas is a natural port of call for vessels plying between the Panama Canal and Europe, and also between the east coast ports of North and South America. Up to 20 years ago the commerce of the harbor was everything to be desired, for the following reasons: (*a*) Because, St. Thomas being a cable station, ships touched here for orders. (*b*) Ships in those days could carry much less coal than now, and so had to come here often to refill their bunkers. There were no oil-burning ships in those days, and practically no coaling machinery, and coaling offered a means of livelihood for a large portion of the laboring classes. (*c*) Cold-storage facilities were not then known on board ships, and as even canning was in its infancy the market for fresh meats, fresh vegetables, and other supplies was very good. These fundamental reasons caused the inhabitants of St. Thomas to turn from the soil as their chief means of livelihood and come to depend almost entirely on the harbor for a living. Now all is changed. With the advent of larger ships, which can carry more fuel and, therefore, steam greater distances; with the transition from coal-burning to oil-burning vessels; with the introduction of the radio, by means of which masters of ships may communicate with their owners without touching land; and with the modern cold-storage and other food-preservative methods, the necessity which required ships to touch at St. Thomas in past years has largely diminished.

QUARANTINE.

Harbor activities have been further depressed by the application and operation of our Federal quarantine regulations which do not permit a vessel to get a health clearance between sunset and sunrise. Under former regulations St. Thomas was a 24-hour port; to-day, when business is most needed, many ships that would otherwise put in for coal or oil pass by.

St. Thomas is a natural port of call for vessels plying between Europe and the Panama Canal. It is not a port of entry in any sense of the word, and therefore closely approximates the Panama Canal in this respect. The Treasury regulations of June 10, 1923, based on the Supreme Court decision regarding the carrying of liquor under seal into United States ports, has had the effect of keeping vessels away from the ports of the Virgin Islands, to the benefit of competing foreign ports of the West Indies.

The proposed treaty now under negotiation between Great Britain and the United States, whereby our Government would acquire the right of search beyond the three-mile limit in exchange for the privilege conceded British ships of entering United States ports with liquor under seal, would indicate that similar treaties will be negotiated with other maritime countries.

It is, therefore, very important that steps be taken to have ports of the Virgin Islands placed in the same status as ports of continental United States under any treaties of this nature.

Prohibition regulations appear also to have imposed many difficulties on the bay-rum industry, at one time an industry of St. Thomas second only to its harbor activities. The dealers claim that "St. Thomas" on bay rum is the same as "sterling" on silverware; it stands for the best in the world. Bay rum was first manufactured in St. Thomas in 1858, and the superiority of St. Thomas bay rum has been acknowledged by foreign countries to such an extent that "St. Thomas" is an established trade name in Paris, London, and many other leading cities in Europe. Its superiority is due to the special quality of the leaves of the bay tree (*Pimenta acris*) which grows on the island of St. John and in no other part of the world; this seems to be due to peculiarities of the soil, for bay trees have been taken from St. John and transplanted on St. Thomas and other islands, but in every instance the special quality that has made "St. Thomas" famous is lost whenever the tree is grown under different conditions. However, the dealers freely and fairly admit that the marked decline in the bay-rum industry is not entirely due to the effect of the prohibition regulation, for one of their greatest difficulties is the inadequate steamship communication and transportation between St. Thomas and its foreign markets.

Another cause for the decline of the bay-rum industry in this island is the fact that while in former years St. Thomas held a practical monoply of the bay-rum trade of the world, to-day there are bay-rum factories in many islands of the West Indies. The British West Indian islands have actively encouraged the establishment of the industry, making capital of the idea that the position of St. Thomas bay rum was certainly more assailable since the advent of prohibition, which brought with it supervision and restriction of the manufacture of any article containing alcohol. To protect British-made bay rum and to foster "trade within the Empire," preferential tariffs were instituted in nearly all the British West Indies and British Guiana, with the result that St. Thomas bay rum was effectively shut out from most of its best West Indian markets.

Another cause contributing to the decline of this highly important industry is the absolute lack of cooperation on the part of the manufacturers. To find some way to build up and extend the manufacture and exportation of bay rum would seem to be a good start in relieving the industrial depression prevailing in the islands.

BANKING AND CURRENCY.

The monetary system of these islands is highly unsatisfactory, being a continuation of the system used under the old Danish régime, which in its operation not only creates a spirit of uncertainty and unrest but retards the upbuilding and improvement of industrial

and economic conditions, and, moreover, presents the curious anomaly of an insular possession of the United States whose monetary unit is not the dollar but a specially devised " franc " of 100 " bits."

In the convention relating to the cession of these islands to the United States, article 3, section 4(h), contains an obligation upon the part of the United States to maintain a concession granted in 1904 to the Danish West Indian National Bank for a period of 30 years, or until June, 1934. This bank is given the exclusive right to issue bank notes in terms of the 100-bit franc, exchangeable for gold upon demand at the head office of the bank at St. Thomas or at the bank's agency in Copenhagen.

It appears, however, that this obligation of the bank to exchange for gold was temporarily suspended by the Danish Diet in 1914, and at present the interpretation of that part of the currency law is disputed and uncertain. There is also an uncertainty as to whether the bank has a concession, or, in fact, a monopoly to transact a general banking business; but the fact remains that the Danish West Indian Bank is the only medium of financial intercourse between the Virgin Islands and the outside world.

There is a great need to provide an American system of banking and currency to replace the present system, which is a burden to the people by virtue of costly exchange rates which result in a decreased purchasing value of the money in use.

The Danish money is now at par and has been for the past two years. The American currency can not be made to supplant the Danish West Indian currency until either the concession of the Danish West Indian Bank expires, which will be in the year of 1934, or the currency-issue privilege that this bank now enjoys under its concession is rescinded, in which event the bank has the privilege of demanding liquidation, which, in its turn, would mean that either the Federal Congress would have to appropriate a sufficient amount to permit it to liquidate or an American banking house would have to be found to take over its assets. Too much emphasis can not be given to the immediate need for the use and circulation in our Virgin Islands of the American dollar.

COASTWISE LAWS.

The question of the coastwise laws with respect to the Virgin Islands is important. Our coastwise laws are designed as an aid to the American merchant marine by requiring the transportation of American goods by American bottoms engaged in the coastwise trade. The coastwise laws contain a provision to the effect that the President is authorized to suspend their application to insular possessions of the United States until adequate freight and passenger service by American-owned ships is provided. So far such service has not been provided for the Virgin Islands and hence the President has periodically extended the time for the application of the coastwise laws to these islands by Executive order, the last Executive order having extended the time of their application until May 1, 1924.

The principal port of the Virgin Islands is St. Thomas, which is a natural port of call for vessels sailing between the Panama Canal and Europe and between the east coasts of North and South America

and hence any factor that would interfere with or tend to prevent vessels calling at St. Thomas is a matter of serious consideration. The eventual application of the coastwise laws to the Virgin Islands is greatly feared for the reason that it is felt that at once freight rates between continental east-coast ports and the Virgin Islands would immediately be increased. This fear is logical, because while there is natural competition between rail and ocean freight rates coastwise in continental United States there can be no such competition, of course, between continental east-coast ports and the Virgin Islands.

Hence the only competition possible is between United States and foreign-owned ships running between continental east-coast ports and the Virgin Islands. If this competition were removed and freight rates increased it would mean that coal, which is the principal commodity sold in the port of St. Thomas, would have to be sold at a higher price, which, in its turn, would mean that our foreign competitors in the West Indies would secure an advantage over us. Furthermore, if freight rates were raised, it would mean that the cost of all commodities sold in the Virgin Islands would be increased, and thereby increase the cost of living and further adversely affect the economic situation of the inhabitants. In view of the foregoing it is felt that the coastwise laws should never be applied to the Virgin Islands.

MANUFACTURES.

Aside from the bay-rum industry the islands have little if any manufactures. St. Thomas, having always depended for a livelihood on harbor activities, and since the soil of the island affords small possibilities for agricultural development, something must be done to give employment to the people, who by previous training and natural adaptability are fitted to the acquisition of efficiency in the trades.

The people in the States would be surprised at the specimens of perfect cabinetmaking done here by native workmen; a piece of their furniture is a thing of beauty. Both workmanship and material are of such high character that many pieces have been taken at large cost of freight charges to the United States and Denmark.

It is believed to be possible to develop the industry of cabinetmaking to an extent that many persons may be profitably employed, and the goods, by reason of quantity production and shipment, placed on the American and other markets at fair prices.

The commission will hereafter submit certain suggestions and recommendations for the further extension of trade activities in the island.

TRANSPORTATION AND MAILS.

The existing systems of transportation between the various islands and between Porto Rico and the islands are highly unsatisfactory. This situation was the subject of many memorials presented to the commission, based upon requests for improved mail and passenger service.

The Quebec Steamship Co., a British concern, operates vessels between New York and the Virgin Islands, and the Columbian Steam-

ship Co., an American concern operating Shipping Board owned vessels, does likewise. The Bull Insular Line runs a steamer from Porto Rico to the Virgin Islands once a week. The service on the whole is highly inadequate and we are of opinion that the volume of business warrants more frequent trips.

There was special complaint on the part of the people of St. John. The mail service here has been entirely abandoned, the people receiving no mail whatever, except as they go to St. Thomas. While it is true that the amount of mail going to the inhabitants of the island of St. John is quite small, the mail service having been discontinued because of the very large expense as compared with the amount of mail, it is nevertheless true that the island of St. John is a highly important factor in any attempt to revive commercial conconditions and upbuild industrial enterprises in the islands.

LAND TITLES AND SURVEYS.

One serious handicap to industrial expansion and development appeared to be the matter of land titles and estate surveys. It was learned that few, if any, of the large estates were certain or definite in the knowledge of their metes and bounds; as a result the bank makes few, if any, land loans. It is suggested that plans be formed whereby action may be taken for a new and general survey of all estates, that definite lines may be established and titles made quiet and clear.

ROADS.

The development and extension of good roads should be considered. The island of St. Thomas has about 100 miles of roads. Only a small part can be used by miscellaneous vehicles, a still smaller part by automobiles; the others may be with difficulty negotiated on horseback. The proper development of this island requires a good road system, scientifically developed and consistently maintained.

In the island of St. John travel is possible only on horseback. Not only would the development of good roads improve living and industrial conditions among the people of the island but it is believed that road improvement would tend to develop a tourist trade, a feature about which suggestions will be made hereafter.

In the island of St. Croix there is a very good road system and as a result the people of that island have better and more frequent personal contact and have developed a rural life which affords relief to the tendency of the population to crowd the towns and villages.

WATER SUPPLY.

The need of an adequate water supply for St. Thomas, St. John, and St. Croix can not be too strongly impressed. Our Government should assist the people of the islands in the development of a system to supply this most primal need.

The commission learns with pleasure that Government engineers are already on the islands for a general survey and that plans are being prepared by the United States Government for a water-supply system for each of the towns of St. Thomas, Frederiksted, and Chris-

tiansted. These plans are now being prepared by Commander R. M. Warfield, United States Navy, who arrived in the Virgin Islands on January 22, 1924, having been ordered to the islands by the Secretary of the Navy solely for this purpose. It is understood that Commander Warfield, upon the completion of his investigation, is to make a report to the Navy Department, when further steps will be taken to provide adequate water supply for the three towns in question. The visit of Commander Warfield is the consummation of a long period of consideration as to the best means of providing permanent water-supply systems.

These activites are understood to cover the matter of domestic and drinking water supply. There is likewise need for a system of irrigation to assist the work of agricultural expansion, and while the resultant benefits may be directly to the large private estates, the people will, of course, benefit by improved agricultural and trade conditions, and for this reason it is believed that Commander Warfield's investigation should be enlarged.

When a water supply adequate for both domestic and irrigation purposes has been developed it is believed that the matter of extending the activities of our experiment stations should be at once taken up.

Attention is called to this need of the island of St. John, for while, in this matter as in the question of improved mail facilities, the cost may seem out of all proportion to the population, repeated emphasis is given to the fact that, though small and unimportant, St. John as the seat of the great bay-leaf product merits and should receive immediate and helpful consideration. St. John is the most neglected of the Virgin Island group, yet in the days when the sugar industry was at its apex it ranked favorably with the other islands. During the period of agricultural eminence the island was divided into ninety-odd estates, sugar and cotton being the chief products, but as a result of the falling of sugar prices in the world's market many planters sold out and moved away, taking with them their wealth, while those who remain have combined several estates into one, and either converted them into stock-raising farms or allowed the land to remain idle and unproductive. Cattle raising has been retarded by drought and the depression of the livestock market.

Neglected as it is, St. John has yet great possibilities. The soil is adapted to a varied cultivation, and in spite of an occasional decrease in the annual rainfall, such products as cane, cotton, limes, and bananas can be successfully grown.

The bay leaf grows spontaneously and may be found in great abundance in the hills of the middle section of the country. The bay oil manufactured in this island from these leaves is the finest in the world, and the commission notes with pleasure that a modern distillery for this product is in process of erection by Mr. E. W. Marsh, a native and substantial citizen. The cultivation of limes and cotton has been tried with splendid results. The banana is also being cultivated in small quantities, as well as the pineapple; cocoa and coffee have also been produced. Tobacco is indigenous to this island and if properly fostered might be developed into an exceptionally fine industry. The coconut industry is one which holds out great possibilities in the development of this island's welfare. In-

sect pests and the ignorance of the peasant proprietor must be combated. As above suggested, a remedy for existing conditions would be to have an experiment station on this island, with an agronomist, as in the British island of Tortola.

There is some claim that the native people are lazy; it is believed, however, that their inactivity is due largely to a lack of understanding of real conditions, and that with the helpful aid of agricultural experts the people will cheerfully respond.

FISHING.

Many of the people of St. Johns depend upon fishing for a living. This industry can be developed, not only for St. John but for the other islands, to a much further extent when the vexed question of transportation already referred to has been adjusted.

SANITATION AND DISEASE.

Notably among the improvements made by our Government since the transfer is the installation of the underground sewerage and salt-water flushing system in the town of St. Thomas. This system already covers a large portion of the town and is being extended as funds permit. Sanitation at the time of American occupation of the islands was in a primitive state and had been allowed to continue with little improvement since the settlement of the colonies. The energy and money available were spent almost exclusively in alleviating the illness of the individual instead of going to the roots of the trouble and improving the sanitary condition of the islands. When the sanitation service was organized what appeared to be one of its important functions was the removal of night soil. Under the Danish administration the work was done by a private individual. In 1918, with the establishment of an independent service, this work was undertaken and the 5-gallon kerosene tins found in use at that time were continued. Tightly fitting covers were used to prevent the breeding of flies in the human excreta and the contents were removed once weekly. For this service a small charge was made. This simple system aided much in the control of typhoid fever, so common in previous years. In 1920 the sanitation service improved the system by introducing heavy gauge metal containers for storage and one-ton trucks for hauling the night soil outside the town limits to be dumped into the sea. Unfortunately, this service at the present time receives back only 60 per cent of its expenditures under this heading.

In the absence of a proper place for slaughtering cattle the service leased a tract of land situated on the western outskirts of the town and recommended the erection thereon of a municipal abattoir to be used by the local butchers in the killing of cattle for local consumption. This was accomplished and the four compartments of which it is composed are leased to the butchers on yearly contracts. The slaughtering is done under the supervision of a regularly hired veterinary inspector, who also inspects animals imported and sold locally, so as to guard against the introduction of animal infections.

At the present time this department has a well-established inspection service which locks after the suppression of mosquitoes and

the general cleanliness of the town and suburbs. Bakeshops, soda-water manufacturing plants, provision shops, and small peddling concerns that sell food products are likewise inspected. An important feature of this service is the fighting of epidemic diseases and the prevention of disease-breeding conditions so far as possible.

When the United States took over the Virgin Islands there existed a municipal hospital in the town of St. Thomas and the ruins of another in the town of Christiansted, St. Croix, the latter having been demolished by the hurricane that created vast damage in these islands in 1916. Under Danish rule apparently very little up-to-date medicine or surgery was in evidence in the Virgin Islands, and one of the first steps taken was the introduction of modern medical science. The old municipal hospital in the town of St. Thomas was put in modern sanitary condition and the Navy Department furnished free of charge to the civil government the services of doctors, and with the assistance of the American Red Cross the hospital was completely fitted with modern appliances. In the town of Christiansted a temporary hospital, which replaced the one demolished by the hurricane in 1916, was extended by the inclusion of several other buildings, and in the town of Frederiksted, St. Croix, another hospital was opened.

The Navy Department now provides as part of the personnel of the civil government of the Virgin Islands eight doctors and eight nurses entirely free of charge. The hospital fees are extremely moderate, and, as a matter of fact, entirely free medical attention is the rule and not the exception.

The hospital in the town of St. Thomas is adequate to all needs, as is also the one in the town of Frederiksted, St. Croix. The hospital in the town of Christiansted, St. Croix, however, is a makeshift affair which certainly should be replaced by a modern structure. It is found that the government already has this project under consideration, and it is expected that within the next two years a modern hospital, fully equipped, will be in operation.

There follows a résumé of the conditions of health in the Virgin Islands from which it will be noted that general conditions of health are excellent; that the mortality is low, particularly infant mortality; and that the islands are peculiarly free from the more serious diseases, such as smallpox, typhoid fever, and the like. This condition is undoubtedly largely due to the careful quarantine inspection maintained under the direction of the Federal Public Health Service, which regularly details the public health officers to perform duty in the islands.

At the time of American occupation, the Virgin Islands were much behind the sanitary and health standards of the United States and little or no work was done in the interest of preventive medicine. Mosquito disease transmitters were permitted to breed in large numbers on the islands and no attempt was made toward their eradication. This condition was, of course, responsible for the large number of infectious and contagious diseases which then existed on the islands, especially malaria. With the advent of the Americans, however, steps were immediately taken to suppress the breeding of mosquitoes on all parts of the islands and legislation was found necessary to enforce the observance of certain sanitary requirements with relation to the wholesale destruction of mosquitoes.

With the screening of all barrels, tanks, cisterns, and other large receptacles used as water containers and the introduction of mosquito-destroying fish or petroleum oil where the screening method was found not adaptable, mosquitoes were greatly reduced and the malignant species responsible for the transmission of yellow fever and malaria were largely subdued.

The most common diseases to be found in the Virgin Islands are pellagra, filariasis, trachoma, leprosy, tuberculosis, chronic pulmonary, dengue, dysentery, children's diseases (such as mumps, chicken pox, measles), venereal diseases, heart affections, kidney diseases, and enteritis, but these appear in no greater proportion than elsewhere in the West Indies. Since the Americans took over the islands pellagra has been reduced considerably, traceable in part to the economic relief resulting with the change of flag. The mortality from this disease is rather high, the majority of the cases occurring in St. Croix, where the diet of the farm laborers, who represent a large portion of the island's inhabitants, lacks variation. Filariasis is practically limited to the island of St. Croix. This disease is caused by filarial embryos entering the peripheral circulation by means of mosquito attack. Upon entering the human host they may not produce any noticeable symptoms, or they may enter the glands and by a combination of lymphatic obstructions and bacterial infection lead to the production of elephantiasis. Numerous cases are reported from month to month, but the mortality from this disease is practically negligible. The yearly reports show no abnormal increase in the disease and with the steady efforts that are being put forth it is hoped in the future to entirely eradicate it or reduce it to a minimum.

Cases of leprosy, which are rare, are immediately isolated in the leper asylum of St. Croix, where treatment with the fatty acids of chaulmoogra oil is administered. This treatment is used as a remedy for the malady, although it will not restore distorted limbs and joints. The nodules flatten and afterwards entirely disappear. Seven patients were recently paroled from the institution in which there are now 75 inmates. The mortality from this disease is relatively low. The natives of the Virgin Islands seem to have a natural immunity against dengue, which usually infects only new arrivals from the United States. There are no consequent cases of mortality and this disease may be regarded with little or no apprehension. The children's diseases—mumps, chicken pox, and measles—appear occasionally and usually without any serious complications or deaths.

The death rate for the Virgin Islands in 1922 was 25.3 per 1,000 population and the birth rate 28 per 1,000, or a birth rate slightly in excess (2.7). If comparisons of the individual islands are made it is found that the death rate in St. Croix for 1922 (28.1 per 1,000 population) exceeded the birth rate for the same period (25.6) by 2.5 per 1,000 population. There follows a comparative mortality table for the years 1917 to 1923, inclusive:

	Number of deaths.	Death rate.
1917	1,088	41.5
1918	744	28.4
1919	540	20.7
1920	652	25.0
1921	661	25.4
1922	658	25.3
1923	639	25.5

PUBLIC SCHOOLS.

A careful study of the public-school system of the Virgin Islands shows a favorable comparison with the public-school system in the States, and if the appeal on the part of the school authorities for additional funds can be satisfied the intellectual development of the children will be assured. The following analysis clearly demonstrates the advancement in educational facilities and results, from the date of purchase of the Virgin Islands to the present time.

Enrollment in public schools.—The total enrollment of all public schools in the Virgin Islands from 1918 to 1923 is as follows:

School year.	Number enrolled.
1917–18	2,455
1918–19	2,267
1919–20	2,365
1920–21	2,681
1921–22	2,961
1922–23	2,947

The increase in enrollment in the public schools from year to year is due to (*a*) the decrease in the enrollment in private schools, the pupils leaving the latter to enter the former as the system improves; (*b*) the raising of the compulsory age limit from 13 to 15; and (*c*) the splendid spirit shown by the majority of the people in keeping their children in school as long as possible, even after they have passed the compulsory age limit.

Record of average daily attendance.—

School year.	Per cent.
1920–21	93.90
1921–22	98.02
1922–23	98.42

The average daily attendance for all grades for the year 1922–23, as stated above, is believed to be the highest percentage for the number of pupils enrolled to be found anywhere under the American flag.

Teachers.—The number of teachers employed in the public schools during the year 1917–18 to 1922–23 was as follows:

School year.	Number of teachers.	Average salary.
1917–18	80	$16.23
1918–19	81	24.75
1919–20	78	30.00
1920–21	91	32.52
1921–22	107	34.27
1922–23	107	37.15

Of these 107 teachers, 101, or 94 per cent, are colored.

Buildings.—Four buildings have been purchased and adapted to school use, two new school buildings have been erected, and six old buildings have been entirely remodeled. At the present time only a few of these buildings are equipped with modern sanitary improvements, but it is planned to install sanitary flush toilets in all the town schools.

Number of schools.—There are 29 schools in the Virgin Islands, divided as follows: Public, 17; private, 8; parochial, 4.

Finances.—The budgeted amounts for education for the fiscal years 1918 to 1923, as compared with the fiscal years 1910 to 1916, were as follows:

Danish period.		American period.	
School year.	Amount.	School year.	Amount.
1910-11	$18,100.00	1917-18	$19,506.00
1911-12	15,637.00	1918-19	63,587.00
1912-13	17,756.00	1919-20	47,133.86
1913-14	17,109.60	1920-21	88,780.00
1914-15	17,339.20	1921-22	115,150.00
1915-16	17,161.20	1922-23	106,910.00
1916-17	16,932.00	1923-24	104,282.00
Total	120,035.00	Total	545,348.86

Manual training.—Courses in sewing, cooking, and woodworking are offered in grades 4 to 12, and as much emphasis as time and funds permit is being placed on mechanical arts, home economics, and practical agriculture. Agriculture is now being taught for the first time, and the results obtained are highly gratifying.

Equipment.—Up to January 1, 1921, there were practically no pupils' desks, teachers' desks, chairs, or woodworking benches in any of the schools of the Virgin Islands. Pupils were required to sit on backless benches, in many cases with no desks or tables for book rests or writing. At the close of schools June 24, 1921, about one-half of all pupils enrolled in the public schools had been provided with individual patent desks. All three of the junior high schools were provided with up-to-date manual-training equipment, including workbenches, tools, drawing instruments, and the like. Three domestic-science rooms have been equipped with sewing machines, sewing and cooking tables, sewing and cooking utensils, and oil stoves. Typewriters, mimeographs, and filing equipment have been purchased for the school offices.

At the present time the schools are fairly well supplied with books on all subjects prescribed for the course of study.

Music.—Music is a prescribed subject in all schools of the Virgin Islands, and specially trained teachers are employed to take charge of this work. School orchestras have been organized in the three junior high schools, the instruments having been donated by the American Red Cross. The entire course in musical instruction is under the supervision of Bandmaster A. A. Adams, United States Navy, assisted by seven competent instructors.

Playgrounds.—Nearly all the schools have inadequate playground facilities. This is particularly true in Christiansted, St. Croix. A beginning has been made in systematic playground and physical-training instruction, which it is hoped will develop a place of prominence on the daily program of every school. In St. Thomas the American Red Cross has just recently equipped a small playground with slides, swings, and rings, and it is in daily use.

Discipline.—The aim in regard to discipline is to create such interest in school work that disciplinary measures will practically be unnecessary. The indirect method of discipline is used whenever possible. However, at times the direct method must be called into play, and this is administered by the principal. Unruly children who show a low percentage in studies are dismissed from the system.

Reform school.—A small reform school for delinquent boys, under the supervision of Mrs. R. Clen, has been conducted in St. John for several years. Living accommodations are very limited and primitive at this institution. Only a small number of boys can be cared for.

During the past three years the serious problem of juvenile delinquency that confronted the department of education and the government in general has been less in evidence as a menace to the community, and is believed to be on the decrease. There is still, however, a crying need for some suitable place, under competent management, to which these delinquent children can be committed.

School nursing, dental treatment, and medical inspection.—The school nursing service, which was established three years ago by the American Red Cross with the assistance of the local government, has developed into one of the most important features of the school program. More than 10,000 treatments have been administered to the children by the nurses each year, an average of over three treatments for each pupil.

Up to June 30, 1923, there were three Red Cross nurses from the United States, paid by the Red Cross, assisted by three local nurses, paid by the local government. A school health center is maintained in each of the three towns. In each center a complete history is kept of all children enrolled in the public schools. A native nurse is in constant attendance, with sufficient equipment and supplies to give first-aid treatment. Mothercraft classes for high-school girls are held each year, instructed by the resident American Red Cross nurse.

Due to the splendid cooperation of the Navy doctors connected with the department of health, physical examinations are conducted each year for all school children and physical defects found are treated immediately. These examinations are thorough, and compare favorably with those given to recruits.

A municipal dentist, who gives free dental treatment to all school children, is employed in each health center. The number of treatments of all kinds averages about 1,500 per year. A marked improvement in the condition of the pupils' teeth has been revealed by the comparison of the defects found in the succeeding yearly examinations.

Foreign pupils.—With the beginning of the school year 1923–24 (Aug. 14, 1923) a tuition fee of 5 francs ($1 American currency, less 5 per cent) was imposed on all foreign children enrolled in the public schools, in accordance with an ordinance passed by the local legislative body, in the island of St. Thomas.

Daily program for the junior and senior high schools, St. Thomas.

Time.	7th B.	7th A.	8th Gr.	9th Gr.	10th Gr.	12th Gr.
8.30 to 9.10	Manual training, V., and domestic science, W.	Math., K.	Eng., G.	Hist., A.	Agri., S.	Spanish, R.
9.10 to 9.50		Hist., A.	Science, S.	Math., K.	Spanish, R.	Pedagogy, G.
9.50 to 10.30	Hist., A.	Manual training V., and domestic science, W.	Math., K.	Gen. Sci., S.	Eng., G.	Study period, R.
10.30 to 11.10	Eng., G.		History and civics, A.	Spanish, R.	Math., K.	Hist. of educ., S.
11.10 to 11.30	Physical exercises for all girls.					
11.30 to 1.	Noon recess.					
1 to 1.40	Math., K.	Spanish, R.	Manual training, V.	English, G.	Biology, S.	Study period.
1.40 to 2.20	Spanish, R.	Eng., G.	Domestic science, W.	15 minutes, writing, A., 25 minutes, music, L.	15 minutes, writing, A., 25 minutes, music, L.	Study period, K.
2.20 to 3	Geog., S.	Music, L., and writing, A.,	Writing, A., and music, L.	Manual training. V,	Manual training, V.	English, G.
3 to 3.40	Music, L., writing, A.	Geog., S.	Spanish, R.	Domestic science, W.	Domestic science, W.	
3.40 to 4	Physical exercises for all boys.					

Key.	Teachers.
V.	Mr. Valls, principal.
W.	Miss Wilson.
A.	Mr. Audain.
K.	Miss Kean.
L.	Miss Lockhart.
S.	Miss Sonnen.
G.	Miss Gadbois.
R.	Mr. Rodrigues.
V.	Mr. Vanterpool.

The following ordinance governing the schools of the Virgin Islands was passed at the extraordinary meeting of the Colonial Council for St. Thomas and St. John held August 24, 1922:

AN ORDINANCE To amend Title II, chapter 35, of the Code of General and Special Laws for the Virgin Islands of the United States of America.

Be it enacted by the Colonial Council for the Municipality of St. Thomas and St. John:

That Title II, chapter 35, section 1, paragraph (*a*) be amended as follows:

Insert after the word "schools":

Provided, however, That any foreign child or children attending any public school within the municipality of St. Thomas and St. John, whose parent does not own taxable property within said municipality, shall be required to pay a monthly tuition of francs 5 throughout the school year; said tuition to be paid on or before the fifth of each month to the director, who shall cover the sum into the Colonial Treasury: *And provided further,* That the board of review may, upon recommendation of the director, remit such tuition in its discretion.

That Title II, chapter 35, section 18, paragraph (*a*) be amended as follows:

Insert after the word "study":

And provided further, That any child twelve years of age or over may be released from further attendance at school by the board of review upon recommendation of the director, under the following circumstances:

1. When a child has completed the work of the sixth grade and the parent or guardian presents convincing evidence that the work of the child is absolutely necessary for the support of the family.

2. When a child has completed the work of the sixth grade and the parent or guardian desires that the child learn some useful and honorable trade by serving as an apprentice.

3. When in the opinion of the director, as demonstrated by some standard mental test, a child is below normal mentally, to such an extent that he is unable to successfully pursue further the course of study.

In any case where a child under fifteen years of age is released from school attendance by the board of review, it shall be the duty of the director to investigate from time to time in order to determine if the cause for which the child was released still exists; and if said cause or reason has ceased to exist, the director shall make a report thereon to the board of review, together with his recommendation, for such action as the board may deem proper.

Thus duly passed at the extraordinary meeting of the Colonial Council for St. Thomas and St. John, held the 24th August, 1922.

THIELE, *Chairman.*
A. BURNET, *Secretary.*

The above ordinance is hereby sanctioned and approved in whole.

Witness my hand and the seal of the government of the Virgin Islands of the United States this thirty-first day of August, 1922.

[SEAL.] SUMNER E. W. KITTELLE, *Governor.*

MORALS.

No customs or conditions in the Virgin Islands call more loudly for investigation and immediate reform than those relating to morals, marriages, and domestic relations.

Upon the occasion of American occupation there were found age-old customs, many of them dating back to the days of slavery, when the men and women were only chattels and things, called upon to breed children to supply an evergrowing demand for field laborers; the home as an institution was unheard of and unknown, and women

were held in the lowest esteem and forced to serve as the chief bread-winners in all domestic associations.

Despite American protest these practices have continued, and the question of morality on the islands presents a problem whose proper solution means so much to the welfare of these people that the Government, the churches, and every social agency is fully occupied and concerned in the endeavor to solve it.

The number of children born out of wedlock convinced the commission that the good work already done in this direction since the American occupation should be continued. On the part of the natives themselves, strange to say, there is little if any public sentiment against these practices, and yet the people are orderly and law-abiding to a noticeable degree. It is believed when there has been more fully developed a strong and healthy public sentiment, expressed in legal enactments against consensual and other forms of irregular marriage, the people as a whole will quickly rise to an understanding of true American ideals in this direction.

CHURCHES.

In the matter of churches the people are well served. The Moravian, Catholic, and Episcopal congregations have been long in the field, and recently a church of the African Methodist Episcopal communion has been organized at St. Croix.

TAXATION.

The tax laws are highly unsatisfactory. The tax on farm lands is so arranged that uncultivated portions of the island bear no part of the tax burden and absentee holders are therefore encouraged in withholding their estates from useful production. The opinion is held that reform in this direction would have the effect of either putting these vacant lands back into cultivation as a whole or forcing the breaking up of large estates into small tenant farms.

The tax on intangibles is inadequate, the effect being that those most able do not bear a fair share of the tax burden. On the other hand, there is an old-fashioned "wheel tax," which compels the native to use a two-wheeled cart, although a more modern vehicle would cost no more for construction and would more efficiently serve the owner.

Pasturage is taxed according to the number of cattle and horses, with no reference to the acreage. It is claimed that the establishments of the large sugar plantations do not bear a just share of taxation. On the whole, there is a need for a well-devised system of taxation, which should be worked out by a tax expert sent by our Government to assist the people in this behalf.

GOVERNMENT.

The commission heard much complaint as to organization of the government and the administration of municipal laws. At the time of the purchase by the United States the following form of government existed:

The governor of the Virgin Islands was appointed by the King of Denmark and was usually an officer of the Danish Army. The King also appointed the principal civil officials and the government was roughly divided into the three fundamental divisions of our own Federal Government, namely, the legislative, the executive, and the judicial. This form of government was based upon a Danish ordinance of April 6, 1906, known as "colonial law," by which the Kingdom of Denmark guaranteed to the inhabitants of the Virgin Islands a representative form of government. Inasmuch as the organic act of March 3, 1917, by which the purchase was authorized, specifically continued in effect all local laws that were in force at the time of the transfer and were not incompatible with the changed sovereignty, the result was that, upon the United States taking over the islands, the President appointed an officer of the Navy as governor, the Navy Department placed certain naval officers in the positions vacated by the Danish officials, and the government of the Virgin Islands commenced to function under American sovereignty in precisely the same manner that it had been functioning up to the date of transfer.

The organization of the government falls roughly into the three divisions of the legislative, executive, and judicial. The legislative branch consists of two colonial councils, one for the island of St. Croix and another for the islands of St. Thomas and St. John. They pass all laws governing the islands, which laws are subject to veto in part or in whole by the governor. The members of the colonial councils are supposed to be representative of both the people and the government, in that approximately 70 per cent are elected and 30 per cent are appointed by the governor.

The executive branch of the government consists of the governor and the heads of the several executive departments, viz, the director of the department of education, the director of the police and fire departments, the director of the department of public health, the director of the department of public works, and the director of the department of public welfare. The heads of these departments are stationed in the town of St. Thomas, which is the headquarters of the government, whence they direct their activities in the islands of St. Croix and St. John.

The judicial consists of three police courts, one located in the town of St. Thomas; one in the town of Christiansted, St. Croix; and one in the town of Frederiksted, St. Croix. These courts are presided over by police judges. The highest court of the Virgin Islands is the district court, presided over by a judge of the district court, who holds sessions in all three towns in succession. The organic act of March 3, 1917, provided that appeal may be taken from the district court of the Virgin Islands to the Third Circuit Court of Appeals whose headquarters is in Philadelphia, Pa.

From the very date of purchase the transition from Danish ideals of life and government to those of American ideals began. It was at once found that the scale of living of the inhabitants generally was much under that of American standards; the schools were inadequate; the hospital facilities antiquated; and sanitation was practically nonexistent. The first American governor instituted a program of general improvement and this program has been successfully

followed and amplified by his successors. Congress provided an appropriation of $100,000 in the act of March 3, 1917, expendable at the discretion of the President, for all purposes incident to the occupation of the Virgin Islands and for carrying out the provisions of the organic act; and from the date of the transfer Congress has appropriated annually as follows:

Fiscal year—	
1918	$100,000
1919	200,000
1920	200,000
1921	343,440
1922	343,440
1923	343,440
1924	324,000
Total	1,854,320

These liberal appropriations have been successfully used in building up and maintaining a modern public-school system, in establishing and conducting adequate hospitals, in instituting and conducting adequate and American sanitation systems, and in an attempt to raise the standard of living of the population generally. The United States has cause to be proud of its achievements so far in the sociological development of the Virgin Islands, although the work is still in the initial stage.

In addition to the foregoing liberal appropriations made directly by Congress for the Virgin Islands, the following figures are significant of the amount of Federal money spent annually in the Virgin Islands. During the calendar year 1923 there was spent for the operation of the naval station, St. Thomas, and for salaries of the officers of the Navy performing duty in connection therewith, inclusive of the salaries of naval officers filling civil positions under the local government:

Pay of—	
Naval officers	$104,434.80
Enlisted men	127,381.43
Naval nurses	16,675.01
Civilian employees of Navy	53,555.46
Purchase of naval supplies—	
Locally	49,640.39
Elsewhere	33,610.19
Total	385,297.28

In view of the foregoing it is apparent that the claim of certain of the natives that "The United States bought us and forgot us" has no foundation in fact.

The question as to the legal status of the people of the Virgin Islands appears to be a vexed one, and admits of many interpretations. Article VI of the treaty of sale between the United States and Denmark (Exhibit "C") reads in part:

> Danish citizens residing in the said islands may remain therein or remove therefrom at will. Those who remain in the islands may preserve their citizenship in Denmark by making before a court of record, within one year from the date of the ratification of this convention, a declaration of their decision to preserve such citizenship; in default of which declaration they shall be held to have renounced it and to have accepted citizenship in the United States.

The civil rights and the political status of the islands shall be determined by the Congress, subject to the stipulations contained * * * in the convention.

There is a strong and quite natural demand on the part of the people of the Virgin Islands that this question of citizenship be determined. They desire not to be "inhabitants of the Virgin Islands entitled to the protection of the United States," but to be in every respect full-fledged citizens, with all rights, privileges, and benefits thereof.

The colonial councils have put in force franchise regulations about which the commission received many complaints. The franchise, or right to vote, is vested in every man of "unblemished character" who has attained the age of 25 and either owns property in the municipality calculated to yield a yearly rent of at least $5 a month or in the preceding year had a clear annual income of $300.

The people complain that they could not be disfranchised by any literacy qualification, however high, because 98 per cent of them are able to read and write, but that they are disfranchised by a money and property qualification with which they can not comply, because of wages ranging from 20 to 40 cents a day. Another complaint is that the organization of the councils whereby certain appointive members are supposed to "represent the disfranchised" is inequitable and un-American.

They also complain that one person is permitted to hold several offices, the effect of which is to defeat the proper administration of the laws. Under this procedure the judge of the police court occupies at the same time the position of government prosecuting attorney. Consequently a man brought before him as police justice, and tried and sentenced by him, on appeal to the district court, finds himself confronted by a judge who is the same individual that framed and prosecuted the indictment under which he was convicted in the court of first instance.

ST. CROIX.

Most of the general features discussed in this report pertaining to St. Thomas and St. John relate as well to the island of St. Croix. The highly important industries of stock raising, the culture of sugar cane, and the manufacture of sugar belong especially to St. Croix. This island is by far the richest agriculturally of the entire group, and as shown by our census returns contains about 50,000 acres of farm land, valued at about $4,000,000. For over three years there has been a drought of such pronounced character that both the cattle and sugar-cane industries have been retarded, and thousands of cattle have perished for lack of water. Agriculture has also been injured to some extent by the cutting of timber, as the conformation of the land is such that the rainfall runs off rapidly, instead of soaking into the soil.

The livestock industry can be developed in all the islands to an extent that will, in a large measure, contribute to the general relief. Horses, mules, asses and burros, sheep, cattle, goats, and poultry can all be successfully raised. The cattle and cane industries would both be greatly benefited by an adequate system of irrigation.

SUGAR CANE.

For many years sugar cane has been grown on the island of St. Croix, where sugar making has always ranked as a leading commercial industry; but during the 10 years immediately preceding the World War very little cane was planted. Since the war the growing of cane has been stimulated in St. Croix as elsewhere by existing economic conditions, until the area now devoted to this culture covers approximately 12,000 acres. The quantity of sugar exported from St. Croix has varied from year to year, owing to climatic conditions, especially variations in rainfall.

In this, as in other connections, too much can not be said in praise of the work being done to further agricultural industries by the experiment station at St. Croix, and emphasis is again placed on the need for the enlargement and extension of this most important service.

One of the best schools on the islands is the Christiansted (St. Croix) public grammar school, under the guidance of Principal G. Jackson, which has an enrollment of 568 pupils.

Comment on labor and the cost of living in St. Croix will be found under other headings.

LABOR AND LIVING CONDITIONS.

In presenting the labor situation in the Virgin Islands the commission finds itself facing the most difficult phase of the investigation.

The situation in the island of St. Thomas is essentially different from that in the island of St. Croix, for the fundamental reason that the island of St. Thomas is purely commercial, the inhabitants depending entirely on the commerce of the harbor, while the island of St. Croix is almost purely agricultural, the principal industry being the raising of sugar cane and the manufacture of sugar.

The island of St. John, possessing a population of less than 1,000, is neither agricultural nor commercial, and aside from the production of bay leaves presents no industrial problem.

The principal single item requiring manual labor on the island of St. Thomas is the coaling of vessels, in which nearly 400 natives are engaged. Of these, two out of three are women. The coaling of ships is, in a large part, performed by these native women, who carry the coal from the wharf to the ship in baskets, averaging 90 pounds in weight, the baskets being carried on the head. The carriers are paid 2 cents a basket, and, as it is possible for each carrier to earn an average of about 60 cents a day of eight hours, and as the ships calling to be coaled average about two per week, it can be seen the weekly earning of these coal carriers is about $1.20, while the cost of living is practically as high as obtains in the States.

Such conditions as this give rise to complaints by labor leaders and workers that " in no other part of the world are working people condemned to live under such miserable and deplorable conditions."

Working conditions and wages in the cane and sugar industry on the island of St. Croix are no better. Here the scale of wages is 40 cents, first class, and 20 cents, second class, for a day of nine hours. It is needless to say that with a wage scale as low as this housing conditions could not well be worse. In a majority of cases the homes

of the laborers consist of a single room—dining room, living room, and bedroom all in one; sometimes there is a little kitchen in a shed. In the rural districts few, if any, have privies. It may be well asked: "How, on such a wage scale, can these laborers subsist?" The answer, if given in detail, would hardly be accorded credence. The principal, and in most cases the only, article of food is "fungee," a primitive mess of corn meal and fish boiled together, unpalatable and lacking in nutritive value. This lack of nutrition is reflected in the weakened physical condition of both infants and adults and appears to be one reason why the laborers can not give better results, a complaint frequently voiced by the employers. Employers claim that existing conditions will not warrant a higher wage scale. All agree, however, that something must be done at once, if these people are not to sink to an economic level abhorrent to American standards of civilization.

The labor situation in the islands is further complicated by matters growing out of immigration and alien workers. The native workers appeared in large numbers before the commission complaining that they were forced out of many opportunities for employment by aliens of other nationalities from near-by islands, these aliens being willing to work for wages even less than the miserable pittance demanded and received by the natives. There is no Federal immigration service or inspection on the Virgin Islands, and the need for efficient inspection can not be too strongly stressed.

While, as has been suggested, there should be a new organic law reforming existing governmental processes, the most perfect political system will not avail to relieve this distress unless founded upon an industrial and economic readjustment of the Virgin Islands. Civic rights give small comfort to women and children poorly housed and underfed. Unemployment, inadequate wages, and even hunger appear on every hand. There is claim that even starvation is just around the corner, unless means can be had for immediate economic rehabilitation, and, although the commission found no record of any case of actual starvation, the situation was one to appall the most casual observer.

Not forgetting the splendid record of Congress in appropriating for the islands, as heretofore mentioned, the commission feels that we owe it to the clean, courteous, and kindly people of our most recently acquired territory to devise ways and means at once to assist in the restoration of industrial prosperity and in the readjustment of their mode of living.

Our obligation to confer on them the high privilege of American citizenship and to assist in their economic uplift carries with it corresponding obligation on the part of the people of the Virgin Islands to renounce certain age-old customs, to adopt a higher conception of life and its duties, and to set up a standard conforming to true American ideals.

On review of the whole situation, sensible of the great need of these people for industrial and economic stimulation and reform, persuaded that some means must be found to supply to them employment in place of the fast-disappearing activities about the harbor of St. Thomas, and the falling off of the sugar industry in St. Croix, we are, nevertheless, convinced that the thing above all else requisite

for their civil and industrial salvation is reform in the community attitude touching woman labor and the marriage relation.

We are confronted by a conflict between age-old practices and the high ideals of American life and civilization, a conflict that must somehow be ended. There must come a decision, whether to make their practices conform to our ideals and elevate the men and women or lower our own cherished ideals and condone practices, which, if permitted to continue, will defeat our hope and purpose to spread in these insular possessions the ethical idealism of our democratic aspirations. We must firmly discourage all special interests and privileges which conflict with the spirit of these aspirations, take a firm stand against policies dictated by selfishness and class feeling, inspire among them a desire for a broader social and economic outlook, and set up a system of life based on helpfulness and cooperation. We must awaken in those higher up a consciousness of social justice that will demand that all men and all women be allowed to share more fully the richness of a common national culture and opportunity.

RECOMMENDATIONS.

Harbor activities and improvements.—It is recommended that certain obstructions be removed, especially Prince Rupper Rock at the entrance of the harbor of St. Thomas, opposite Cowell's battery. From time to time seamen of every nation have suggested that the removal of this obstruction would enlarge the commercial activities of this great harbor.

The bar in the harbor of Christiansted, if removed, would open the harbor so that vessels of medium and light draft could enter. The attention of the Committee on Rivers and Harbors has heretofore been called to this and a survey requested.

It is further recommended that the Shipping Board be urged to encourage the fueling of American ships at St. Thomas, and that the Navy Department use the harbor of St. Thomas as an enlarged naval base and for winter maneuvers. In this connection there are great possibilities: (1) For an aviation field, and (2) the establishment of a quartermasters' depot for the manufacture of naval and war material, the raw material to be sent to the islands and native labor used in the manufacture of clothing, shirts, overalls, and other supplies.

Quarantine laws.—An enactment to modify existing quarantine regulations so as to permit examination of ships after sunset and before sunrise is recommended.

Coastwise regulations.—The coastwise laws should be amended to exclude the ports of the Virgin Islands from the regulations applying to ports of the United States. These ports are now protected by Executive order holding in abeyance restrictive clauses of the regulations as related to these ports, the last Executive order having postponed their application until May 1, 1924. This recommendation should be acted on before that date.

Prohibition.—The Virgin Islands should receive the same liberal interpretation and administration of our prohibition laws that have been extended to the Philippine Islands and the Panama Canal, so as to permit the retention of liquor on board ships under seal and the transportation and transshipment of liquor cargoes through Virgin Island ports.

Labor.—In order to stabilize wages, protect the native workers from harmful competition with alien laborers, and to generally assist in the relief of industrial depression it is recommended that the Department of Labor appoint for service on the islands a commissioner of conciliation, who shall also enforce the Federal immigration laws.

Banking and currency.—Some means should immediately be found to replace the existing system of banking and currency by an American owned and operated banking institution.

Transportation and mail.—Assistance and encouragement should be given to additional transportation facilities between the islands.

and from the islands to Porto Rico, and that the Postmaster General's attention be called to the need for increased and extended mail facilities.

Manufactures.—Attention of private enterprise should be called through the proper governmental agencies to the industrial possibilities: (*a*) Canning industry, fruits, fish, etc.; (*b*) manufacture of furniture from mahogany and other native hardwood.

Miscellaneous.—It is recommended that attention be directed to the possibilities of St. Thomas and other ports of the islands as winter resorts and private enterprise be encouraged to develop them. The Federal Government might cooperate with the municipal government in the creation of a fund, to be placed at the disposal of the municipal government, to aid the farmers in putting the island back in its former state of cultivation and to assist in the establishment of homesteads.

Water supply.—Enlarge the scope of the investigation of the Government survey for an increased supply of drinking water, to include the establishment of a system of irrigation for agricultural relief, in all the islands.

Experiment stations.—The experiment station at St. Thomas should be considerably enlarged, an experiment station established on the island of St. John, and the activities of the experiment station on St. Croix, which is already contributing so largely to the agricultural improvement of that island, further developed so as to encourage and direct the work on St. Thomas and St. John.

Schools.—The excellent work already being done by the local schools on the islands should be assisted by the addition of an agricultural industrial and trades school, that the boys and girls of the islands may be trained in such industrial pursuits as will fit them for greater service. The present curriculum of the public schools should be extended so as to make it unnecessary for native children to leave home for the purposes of higher education. Many children are now obliged to attend high schools in adjacent islands of other nationalities.

Taxation.—We recommend that the Government send to the islands a tax expert, to cooperate with the people and local authorities in the preparation of a system of taxation to replace the present system.

Legal status.—A new organic act should be passed, so as to authorize the adoption of a new code of laws based upon American ideals and calculated to insure an administration and enforcement of the laws in keeping with American practices. Especially, the courts should be so reorganized that in this important connection the people will enjoy a feeling of confidence, and every man, however humble, be assured of "his day in court." The new organic act should provide for such reforms of the present legislative system that the municipal governments of the several islands may be more centralized and the amended whole brought into closer touch and harmony with the masses and be more largely responsive to their peculiar needs. The commission further believes that, in the revision of the judicial system of the islands, special attention should be given to the establishment of a court of appellate jurisdiction more accessible than the present tribunal (United States Circuit Court, third district, Philadelphia, Pa.).

SUMMARY OF FINDINGS AND RECOMMENDATIONS.

FINDINGS.

1. *Location.*—Forty miles east of Porto Rico; 1,440 south of New York City; 1,025 northeast of Panama Canal. *Area* of 3 largest inhabited islands, 132 square miles. *Population*, 26,000 (negro, 24,100; white 1,900); density, 200 per square mile.

2. *Education* compulsory between 7 and 13. Attendance, average, 3,000, or over 98 per cent of possible attendance. Illiteracy less than 2 per cent. Language, English.

3. *Water supply* depends on rainfall caught in cisterns.

4. *General health* compares favorably with southern States. No epidemics. Birth rate, 32 per 1,000; death rate, 25½ per 1,000.

5. *Climatic conditions*, with a minimum of 65° and maximum 92° insure low cost of living in way of clothing, housing, and food fat. Trade winds prevail.

6. *Economic and industrial conditions* are far from being satisfactory, as shown by the variation in the imports and exports between the islands and the United States. Fiscal year 1921: Exports, $3,571,787; imports, $4,162,949; total, $7,734,736. Fiscal year 1922: Exports, $754,729; imports, $1,836,567; total, $2,581,296.

This marked loss of trade is largely due to (*a*) our general policy of treating the islands only as an outpost of defense for Panama Canal; (*b*) Federal prohibition, which crippled the bay-rum industry of the islands; (*c*) serious droughts which almost eliminated crops last 3 years; (*d*) St. Thomas, although one of the finest ports in the West Indies or the world, is no longer used as a port of call by the steamship lines using the Panama Canal and sailing to and from Atlantic ports of South America. This combination of conditions creates an appallingly large per cent of unemployment and already evidences of under nourishment are apparent.

7. *Leading industries.*—(*a*) Sugar cane, 12,000 acres; (*b*) cotton, 2,000 acres; (*c*) grasses and fodder, 30,000 acres (cattle raising); (*d*) fishing; (*e*) coaling steamships (150 men, 300 women); (*f*) watering ships (when there is any water available).

8. *Wages.*—(*a*) Agricultural, 20 to 40 cents a day; (*b*) fishing, nominal; (*c*) coaling vessels, 2 cents per basket; average, 60 cents a day, and only 2 days a week.

9. *Housing of workers.*—Largely one-room shacks with an occasional lean-to kitchen.

10. *Food of workers* largely "fungee" (a mess of corn meal and fish).

11. *Cost of living*, owing to above-outlined conditions, is naturally very low, but unless something is done to improve the opportunity

for work these people must migrate to avoid sinking to an economic level abhorrent to our American ideals.

12. *Native population* is clean, bright, genial, peaceful, intelligent; 98 per cent can read and write; honest and very polite. Very little crime, and that largely in the seaport towns.

RECOMMENDATIONS.

1. *Installation of a water supply* and irrigation system to meet agricultural and domestic needs. Rainfall generally ample if conserved. This will insure more regular employment as well as more and better home-grown food supplies.

2. *Restoration of St. Thomas* as a port of call with (*a*) the same right of foreign vessels to seal their wine and liquor lockers as when passing through the Panama Canal; (*b*) develop water supply to meet needs of all ships.

3. Institute a study of preparation of bay rum that will restore its market standing without violating our prohibition laws. The Bureau of Standards of the Department of Commerce and the Bureau of Chemistry of the Department of Agriculture could materially help in this study.

4. While the native population, through their long-established custom of "consensual marriages," are as moral as any in the West Indies, yet it is advisable that all marriages should conform to our standards of marital relations. It is not fair to these people to classify their children from consensual marriages as illegitimate in the broad sense that we often use the term. The fact that over two-thirds of the children are the product of these marriages shows the necessity for education in the moral code of our American standards.

5. *As an aid to the development* of the ideal of American standards we strongly urge that a system be arranged between the public schools of the Virgin Islands and the leading negro colleges in the United States for an exchange of teachers and scholarships for island students of from one to one hundred each year in order that the educational systeming be stimulated and true American ideas and ideals be encouraged on the islands as well as on the mainland of the United States.

6. *The citizen status* of the inhabitants of the Virgin Islands should be cleared up, as much confusion now prevails owing to the different interpretations of the following supposed guaranty quoted from the purchase treaty with Denmark, proclaimed January 25, 1917 (sec. 6):

> Those who remain in the islands may preserve their citizenship in Denmark by making before a court of record, within one year from the date of the exchange of ratifications of this convention, a declaration of their decision to preserve such citizenship; in default of which declaration they shall be held to have renounced it, *and to have accepted citizenship in the United States.*

7. We suggest that the Department of Commerce make a special study of the manufacturing and commercial possibilities, and the Department of Agriculture of agricultural possibilities, so that these people can feel that their homeland under our Government is receiving a living consideration other than that of a mere outpost of defense.

8. We respectfully suggest that a longer term for each governor appointed will be more beneficial than the shorter and more uncertain tenures in office.

NOTE.—Seven governors in about three years. Proof of value of longer service is shown by the fact that the present incumbent, although he has held office only four months, has brought about several changes promoting the well-being of the people on these islands.

9. *Seasonal labor competition* from adjacent alien islands deserves immediate consideration, as it generally interferes with the limited opportunities available to the natives, and largely explains the extremely low standard of wages.

And, lastly, we respectfully suggest that the resolution passed by the joint session of the Colonial Council of the Virgin Islands and approved by Governor Philip Williams on the 15th day of February, 1924, deserves the serious consideration of the Congress of the United States and the departments of the Government which, more or less, handle such problems.

COURTESIES AND COOPERATION.

In bringing to a close the work of the investigation, the commission desires to acknowledge the many courtesies extended on the mainland and in the Virgin Islands; also in Porto Rico.

Hon. James J. Davis, Secretary of the Department of Labor, was pleased to go outside the cold formal limits of official routine and extended to the commission evidences of personal and distinguished consideration, bespeaking for the members the cooperation of his aids and associates.

Hon. Edward J. Henning, Assistant Secretary of Labor, was no less thoughtful, going in person to present the commission to President Coolidge, and directing that all "orders" necessary to facilitate the work of the commission be made "special."

The official routine organization was placed in the capable hands of Hon. Hugh L. Kerwin, director of conciliation. For nearly a week Mr. Kerwin devoted almost his entire time in assembling a suitable library, arranging documents for reference, and perfecting the many details incident to the work, in all of which he spared no pains looking to comfort and efficiency.

At New York the immigration and customs officers were cordial and responsive.

On reaching the Virgin Islands the entire facilities of the government were placed at our disposal. The commission extends to Governor Philip Williams sincere thanks for the assistance rendered by his immediate personnel and the entire naval establishment.

Respectfully submitted.

George H. Woodson, *Chairman.*
Cornelius R. Richardson.
Jefferson S. Coage.
W. H. C. Brown.
Chas. E. Mitchell.

Hon. James J. Davis,
Secretary of Labor.

APPENDIX.

COLONIAL COUNCIL RESOLUTION.

Be it resolved by the Colonial Council of St. Croix and the Colonial Council of St. Thomas and St. John in joint session assembled:

PREAMBLE.—The Virgin Islands of the United States passed from the sovereignty of the Kingdom of Denmark to that of the United States of America on March 31, 1917. The three major islands comprising the group, namely, St. Thomas, St. Croix, and St. John, lie at the eastern edge of the Caribbean Sea and form a natural outpost to the Panama Canal.

The purchase having taken place almost simultaneously with the entry of the United States of America into the World War, the disturbed economic and political conditions of the world, and particularly those obtaining in the United States incident to the prosecution of the war and as a natural aftermath thereof, have resulted in the Virgin Islands being little known to the public in continental United States to this day, either as to the reasons for which they were purchased or as to what their future will be.

Since the purchase, the Federal Government has contributed generously toward extending and increasing the educational facilities of the people, toward greatly improving and expanding hospital facilities, and toward inaugurating and maintaining modern sanitation systems.

While we are deeply grateful for the financial assistance afforded us by the home Government, it is our earnest desire and ambition to be as self-supporting as possible, and therefore, when his excellency, the Governor of the Virgin Islands, in his letter of October 20, 1923, suggested that we meet together in an effort to evolve definite recommendations as to what we might do to better our economic situation toward the end that we might increase our prosperity and thereby lessen the Federal financial aid now required to maintain the government, we gladly seized this opportunity, and now present for the consideration of the Government the following proposals which, to our mind, would aid materially toward the betterment of our economic situation:

RECOMMENDATIONS.—1. That there be established under the civil government of the Virgin Islands, a department of agriculture, commerce, and labor, to be headed by a director, whose duty it shall be to investigate and advise on the fundamental economic problems of the entire Virgin Islands.

Agriculture.—The island of St. Croix, the largest of the group, has always been agricultural, the main industry being the growing of sugar cane. This industry is a highly technical one and therefore requires the most expert

advice obtainable regarding the most modern methods of cultivating, processing, and marketing. It is generally conceded that St. Croix might easily grow many other marketable agricultural products if it were known definitely what could be grown and where they could be marketed. The island of St. Thomas, was in past years, largely agricultural, but has almost ceased to be so, the inhabitants having come to depend almost solely upon the activities of the beautiful harbor for their livelihood. Depending entirely upon the commerce of the harbor is too uncertain, and ways and means of getting the inhabitants, at least partially, to a dependence on the soil should be seriously considered.

Commerce.—In addition to the activities of the harbor of St. Thomas, which are considerable, there should be possibilities in both islands of manufacturing exportable articles as evidenced by the fact that there are at present small quantities of articles manufactured from mahogany. This industry appears fully capable of expansion. There must exist other similar possibilities of development.

Labor.—Labor problems are real and vital. On the island of St. Croix the question of labor for the cultivation and harvesting of the sugar crop is always a matter of serious concern, mainly for the reason that, when it becomes evident that a given crop will yield below the normal output, the tendency is for labor to migrate, and if in the succeeding year the crop is normal or above, there would apparently result a shortage of labor. Again, on the island of St. Thomas, when the commerce falls off to any considerable extent, the tendency is toward emigration, and when business picks up, a shortage of labor is likely to occur. These three fundamentals of agriculture, commerce and labor might very materially be assisted by the establishment of a department for dealing with them, and the establishment of such a department is accordingly earnestly recommended.

2. The establishment of permanent water-supply systems for the three towns of St. Thomas, Christiansted, and Frederiksted.

There is apparently no natural subterranean water, artesian or otherwise, in the Virgin Islands. What subsurface water there is comes from the rainfall and is collected in shallow wells and springs. These wells and springs go dry in periods of drought, which are frequent. Hence the population of the Virgin Islands have for generations been compelled to depend almost entirely on rain water which is collected from the roofs of houses and stored in cisterns. The poorer classes are unable to store up sufficient water to last them over a dry spell and they accordingly suffer intensely when their supply runs out. Even the people who possess much more adequate facilities for preserving water frequently exhaust their supply and in times of acute drought all classes suffer. Not alone is this limited to the human population but the animals are the first to feel the shortage in the water supply, and, in times of drought, a great many die. This is no new problem. For many years prior to the purchase of these islands by the United States, ways and means were sought to remedy this condition without avail and from the moment of purchase this matter has received most serious consideration. So far, however, nothing concrete has been developed. All authorities are apparently agreed that the formation of the islands with regard to the subsurface rock strata eliminates artesian well drilling as a means of securing a permanent and adequate water supply and the consensus of opinion is that the only practicable solution is the building of large sheds for the collection of rain and the storing of rain water in large cisterns. The water so stored to be used after the individual private supply is exhausted. A solution of this problem would, in our opinion, do more toward the uplift of population generally than any other single factor and it is earnestly recommended that the Government renew its efforts in this respect.

3. That ways and means be devised to impound water for agricultural purposes.

As previously stated, the Virgin Islands suffer periodically from drought. The island of St. Croix, which depends mainly upon its sugar crop, becomes the greatest sufferer when, by reason of drought, the crop proves a failure. For the past three years a period of intense drought has caused such a lessening in the output of sugar as to reduce the island almost to a state of destitution.

If, therefore, it were possible to store up water during the rainy season, which might be utilized during periods of drought, the sugar crop, which would otherwise perish, could be saved.

4. That the public-school system be extended to include adequate courses in manual training.

The instruction of the youth in manual training has become so general in the continental United States that its value needs no explanation. The institution of manual training courses in the public schools of the Virgin Islands would greatly tend toward the eventual establishment of manufacturing industries as a profitable source of income to the people and of revenue to the Government. Mahogany grows on the islands and much more in the neighboring islands. Cabinetmaking has always been a minor industry and it might well be expanded. With the economic growth of the islands, artisans of all kinds will be in great demand. In conjunction with the manual training program of the public schools, it would be perfectly possible to form outside classes for the instruction of adults.

5. That the Tariff Commission be requested to include the island of St. Croix in its investigation of the cost of production of sugar.

The act of March 3, 1917, places a flat $8 tax per short ton of sugar exported from the Virgin Islands, in lieu of the export duty which obtained prior to the change of sovereignty. The President of the United States has authority under the tariff law to set, within certain limits, the import duty on sugar from foreign countries into the United States, and the important factor in this determination, is the cost of production of sugar within the United States, both continental and insular. It is the impression that this flat rate of $8 per short ton is too high and places St. Croix at a disadvantage with its competitors, and therefore an investigation by the Tariff Commission would be advisable as a means of either determining that this tax is not unduly high, or, if the contrary is found to be the case, it could lead to new legislation designed to lower or remove it.

6. That the Congress be requested to define the citizenship status of the inhabitants of the Virgin Islands.

The treaty of cession whereby the United States acquired the Virgin Islands from Denmark contains the following provision:

"Article 6. Danish citizens residing in said islands may remain therein or may remove therefrom at will, retaining in either event all their rights of property, including the right to sell or dispose of such property or its proceeds; in case they remain in the islands, they shall continue until otherwise provided, to enjoy all the private, municipal, and religious rights and liberties secured to them by the laws now in force. If the present laws are altered, the said inhabitants shall not thereby be placed in a less favorable position in respect to the above-mentioned rights and liberties than they now enjoy. Those, who remain in the islands may preserve their citizenship in Denmark by making before a court of record, within one year from the date of the exchange of ratifications of this convention, a declaration of their decision to preserve such citizenship; in default of which declaration they shall be held to have renounced it, and to have accepted citizenship in the United States; for children under 18 years the said declaration may be made by their parents or guardians. Such election of Danish citizenship shall however not, after a lapse of the said term of one year, be a bar to their renunciation of their preserved Danish citizenship and their election of citizenship in the United States and admission to the nationality thereof on the same terms as may be provided according to the laws of the United States, for other inhabitants of the islands. The civil rights and the political status of the inhabitants of the islands shall be determined by the Congress, subject to the stipulations contained in the present convention. Danish citizens not residing in the islands but owning property therein at the time of the cession, shall retain their rights of property, including the right to sell or dispose of such property, being placed in this regard on the same basis as the Danish citizens residing in the islands and remaining therein or removing therefrom, to whom the first paragraph of this article relates."

The foregoing provision of the treaty was generally understood by the inhabitants of the Virgin Islands as intended to confer full United States citizenship rights upon those who did not exercise their right to retain their Danish citizenship. Subsequently, the Department of State held that, as in the case of Porto Rico, a specific declaration of the intent of Congress was necessary to confer full citizenship on the inhabitants of the Virgin Islands, so that, as the matter now stands, they are citizens of neither Denmark nor the United States. This situation causes much annoyance to the people of the Virgin Islands when they desire to travel either to the United States or to foreign countries by reason of the uncertainty, generally, as to their individual civil status with relation to the United States, and furthermore, they feel that they are discriminated against through the fact that, while they were full citizens of Denmark prior to the transfer, they are not now full citizens of the United States.

7. That the coastwise laws be amended to exclude the ports of the Virgin Islands of the United States.

The coastwise laws contain a provision permitting the President to hold them in abeyance with respect to insular possessions of the United States until such time as adequate American shipping facilities were provided for such insular possessions, hence their application to the Virgin Islands have been held in abeyance by Executive order so far, the latest Executive order having postponed their application until May 1, 1924.

The principal port of the Virgin Islands is St. Thomas, which is a natural port of call for vessels plying between Europe and the Panama Canal. It is not a port of entry in any sense of the word. Ships requiring coal, fuel oil, and supplies of various kinds, may obtain them at St. Thomas, and St. Thomas has, for hundreds of years, been a large distributing port, not alone for the West Indies, but for freight to South American ports and to those of the United States. The coastwise laws were designed primarily as an aid to American coastwise shipping and require that coastwise freight be transported in American bottoms. In the continental United States there is a natural competition in the coastwise trade between the railroads and the steamship companies, and this has the effect of keeping the freight rates of steamship companies within reasonable bounds. There is, of course, no such natural competition between the east coast ports of continental United States and the Virgin Islands, so that, should the coastwise laws be made applicable to the Virgin Islands, the natural effect would be to greatly increase freight rates to the Virgin Islands. This would, in its turn, tend to greatly increase the cost of commodities sold in the Virgin Islands, predominantly among which would be coal and fuel oil, which are the outstanding commodities carried for sale in St. Thomas to vessels of all nations requiring such. The application of the coastwise laws to the Virgin Islands would, furthermore, presumably have the effect of compelling the merchants of St. Thomas to purchase coal and fuel oil from abroad rather than from the United States producers as they now do, by reason of the increased freight rates.

(8) To permit the retention of liquor on board ships under seal and the transportation and transshipment of liquor cargoes through Virgin Islands ports.

As explained heretofore, the ports of the Virgin Islands are ports of call and not ports of entry and therefore closely approximate the Panama Canal in this respect. The Treasury Regulations of June 10, 1923, based upon the Supreme Court decision regarding the carrying of liquor under seal into United States ports, has had the effect of keeping vessels away from the ports of the Virgin Islands to the benefit of competing foreign ports in the West Indies. The proposed treaty now under negotiation between Great Britain and the United States, whereby the United States would acquire the right of search beyond the three-mile limit, in exchange for the privilege conceded British ships of entering United States ports with liquor under seal, appears to indicate that similar treaties will be negotiated with other maritime countries. It is therefore very important that steps be taken to assure that ports of the Virgin Islands are placed in the same status as the ports of continental United States under any treaties of a nature similar to the one pending with Great Britain.

Thus duly passed in the extraordinary meeting of a joint session of the Colonial Councils of St. Thomas and St. John and St. Croix, held at Christiansted, St. Croix, Thursday, February 7, 1924.

D. S. ARMSTRONG,
Secretary of St. Croix Council.
LEROY NOLTE,
Secretary St. Thomas and St. John Council.
ROBT. L. MERWIN,
Chairman St. Croix Council.
C. G. THIELE,
Chairman St. Thomas and St. John Council.

The above resolution is hereby sanctioned and approved in whole.

Witness my hand and the seal of the government of the Virgin Islands of the United States this 15th day of February, 1924.

[SEAL.] PHILIP WILLIAMS,
Governor.

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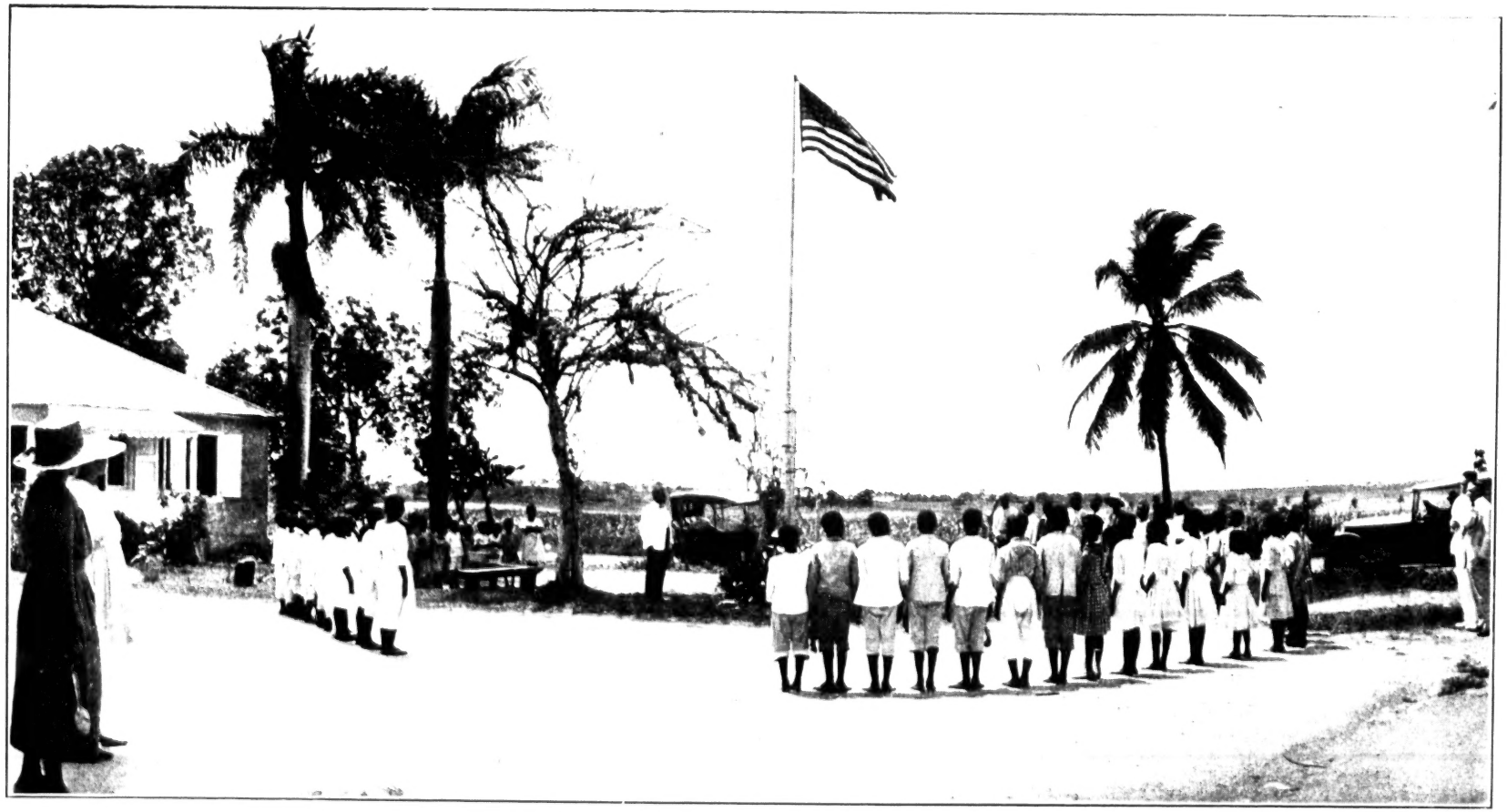
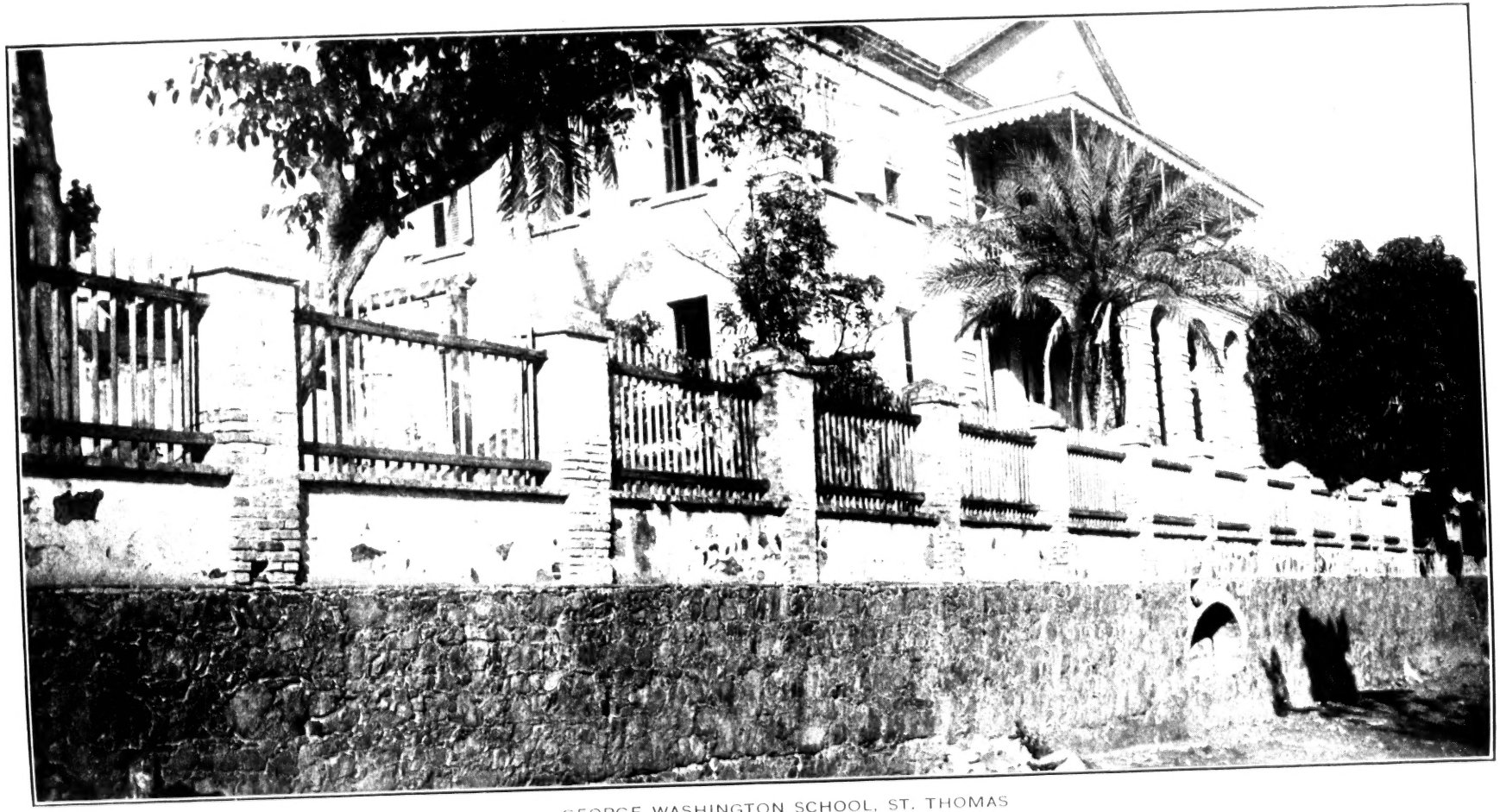


PETER'S REST, RURAL SCHOOL, ST. CROIX

Mr. [illegible], principal; Mr. [illegible], assistant teacher. Pupils enrolled, 71. There is a school garden at this school, about 2 acres in size, supervised by the director of the United States Experiment Station



GEORGE WASHINGTON SCHOOL, ST. THOMAS

Miss Vessup, principal. Teachers, 7; pupils enrolled, 368. School garden and flushing toilet

Miss Vessup, principal. Teachers, 17 pa

COOKING CLASS, SENIOR HIGH SCHOOL, ST. THOMAS

Miss M. Wilson, teacher

JUNIOR HIGH SCHOOL, ST. THOMAS

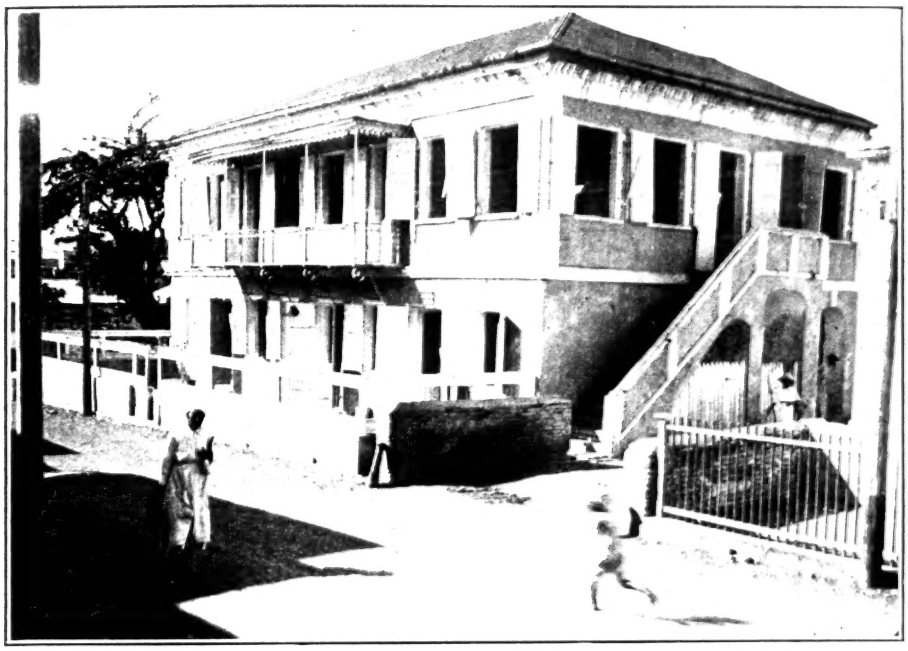
Mr. Valls and Mr. Vanderpool, teachers

LINCOLN SCHOOL, ST. THOMAS

Mr. Johnson, teacher. Sixth-grade boys

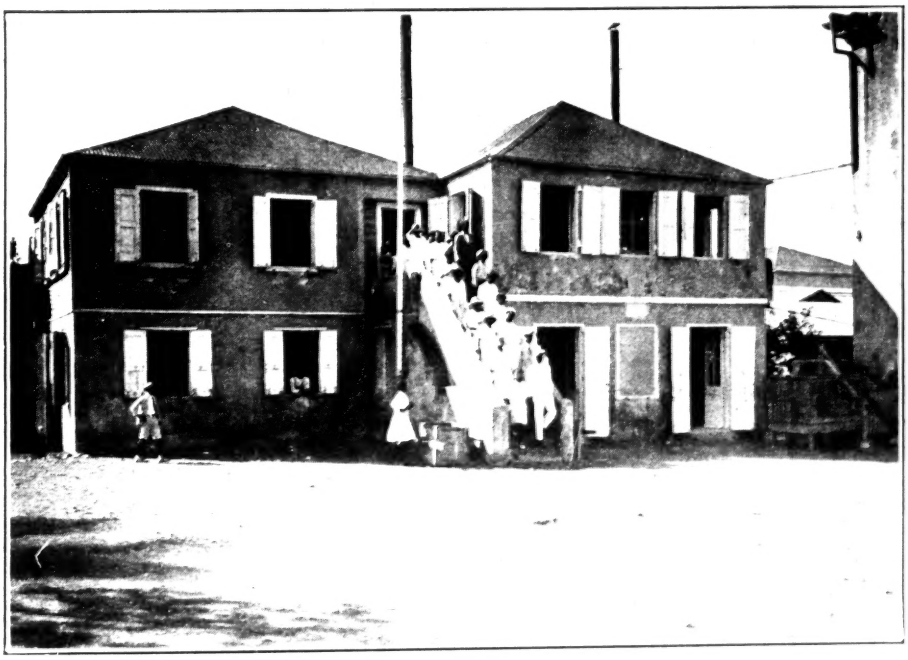
LINCOLN SCHOOL, ST. THOMAS

Mrs. Stevenson, teacher. Sixth-grade class



SENIOR HIGH SCHOOL, ST. THOMAS

Mr. D. Valls, principal

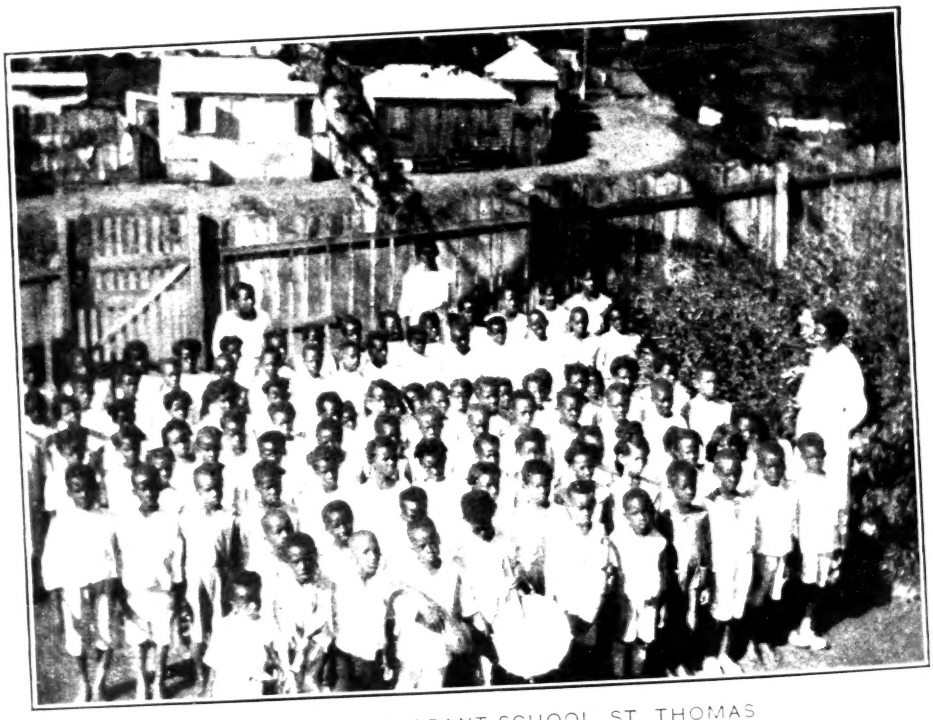


JUNIOR HIGH SCHOOL, ST. THOMAS

Mr. Valls, principal

RURAL SCHOOL LUNCH

Food furnished by home service committee of the local chapter of the American Red Cross, cooked by the children, detailed, and supervised by the director of education

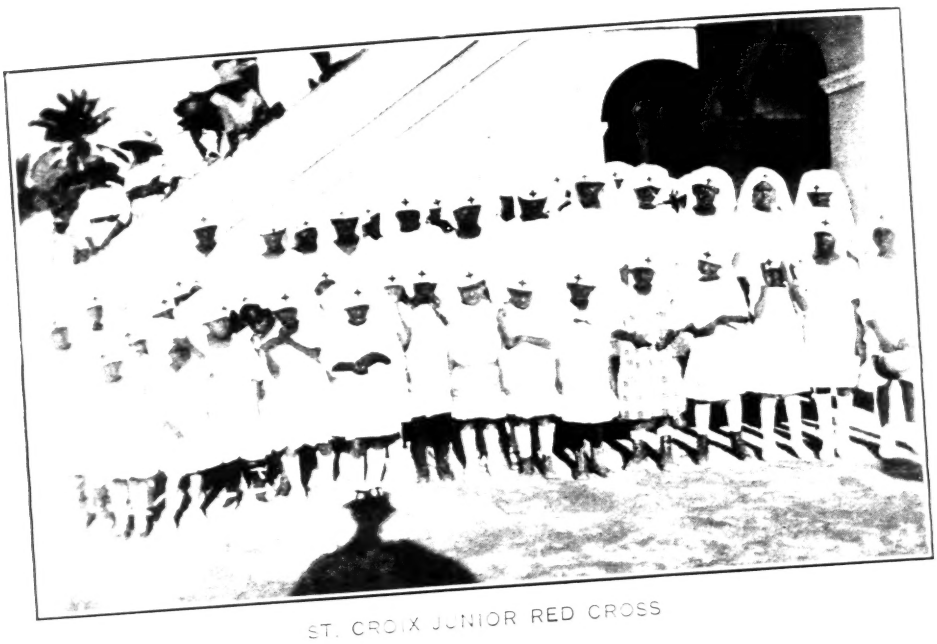


PUPILS OF THE GRANT SCHOOL, ST. THOMAS

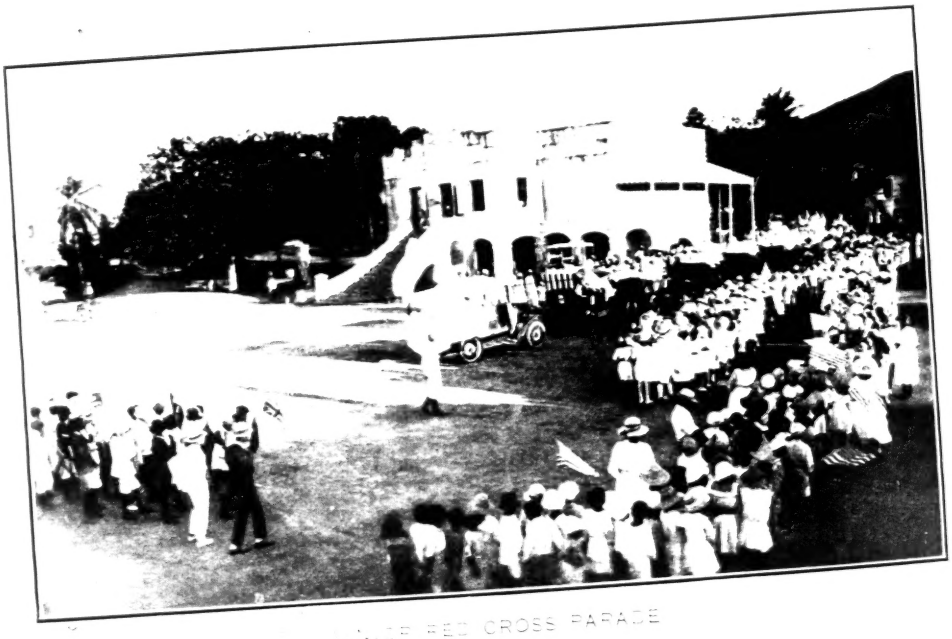
Nearly every school has its own "Fife and Band"

MADISON RURAL SCHOOL GARDEN, ST. THOMAS

LINCOLN SCHOOL GARDEN, ST. THOMAS



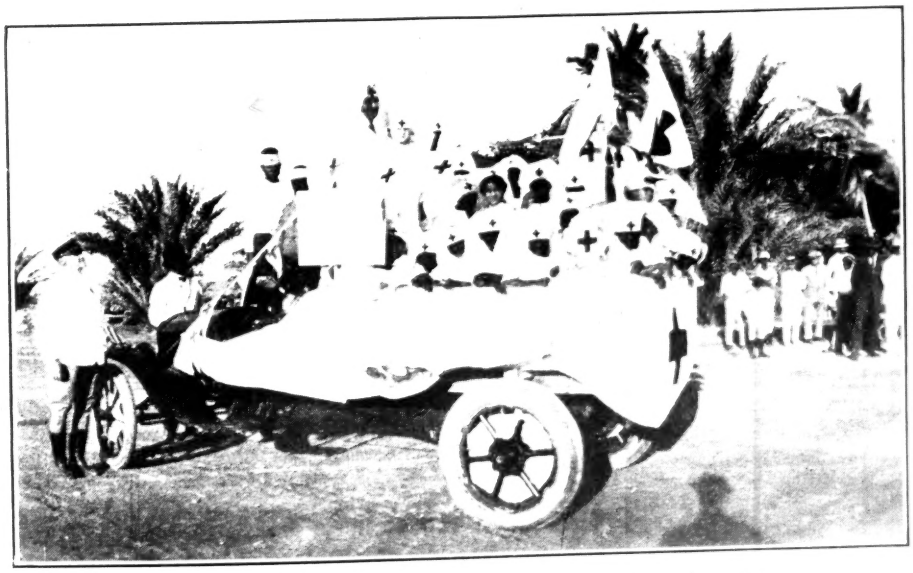
ST. CROIX JUNIOR RED CROSS



JUNIOR RED CROSS PARADE
Christiansted, St. Croix

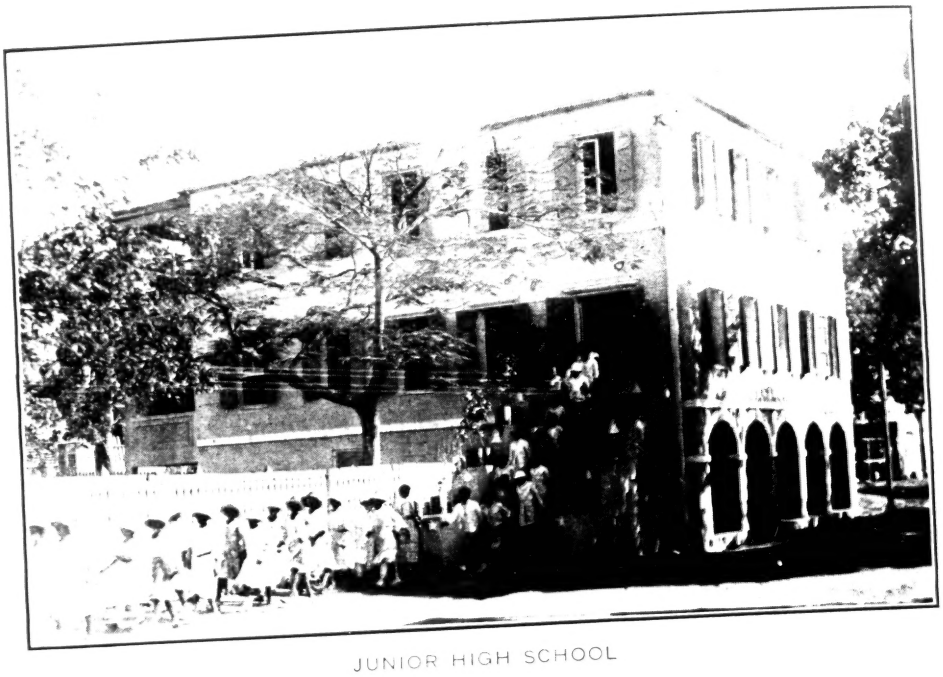
CHILDREN'S ROOM IN THE PUBLIC LIBRARY

Frederiksted, St. Croix



KINDERGARTEN CLASS [illegible] CROIX JUNIOR [illegible]

Miss Lucy Gillette, [illegible] Attendance [illegible]



JUNIOR HIGH SCHOOL

Frederiksted, St. Croix

JUNIOR HIGH SCHOOL LIBRARY, FREDERIKSTED, ST. CROIX

Mr. C. Markoe, principal

LITTLE PRINCESS RURAL SCHOOL AND ITS GARDEN, ST. CROIX

ANOTHER VIEW OF LITTLE PRINCESS SCHOOL GARDEN

Copy

January 19, 1925.

(Personal and Confidential -- Scott - Froe - Hall)

****

CONFIDENTIAL MEMORANDUM:

To: H. L. Kerwin, Director of Conciliation

Recognizing the internal differences which evidently exist between various groups of Virgin Islanders, both on the islands and in the United States, and the insistence for legislation sponsored by certain groups, as against other groups, a tentative preliminary plan is submitted, looking to the stimulation of great thoughtfulness on the part of all the Virgin Island groups, the establishment of legislative harmony among them, and concentration upon legislation based upon the recommendations of typical citizens of the islands, representatives of the Federal Government, and the provincial Government of the Virgin Islands, considering all the while, of course, the experiences of similar situations in other provinces, out of which there has finally come legislation of a substantial type, efficient in scope and satisfactory in its application

- - - - - - - -

I. Hypothetical Briefs:

A hypothetical brief should be called for by the United States Department of Labor from each of the members of the Federal Commission to the Virgin Islands, embodying his personal recommendations and containing an analysis of any influences in the Virgin Islands which might have effect upon the future of the Islands in connection with any proposed legislation.

II. Census Summary:

An elaborate summary of census facts bearing upon population, literacy, home ownership, etc., should be prepared by the Department of Commerce for constant reference on the part of all interested parties, particularly the proponents of legislation and the various committees hereafter suggested.

III. Committees:

An "Agricultural, Educational and Industrial" Committee should be appointed by the Governor of the Virgin Islands, to compile a syllabus of the industrial, educational and agricultural needs of the islands. A local governmental official, at least three civilians, the Director of Education, and the clergy of the island churches should be named to this Committee. This Committee

should be given authority to request local reports from individuals or concerns who might wish to present facts bearing upon the needs of the islands from a legislative standpoint.

IV. Federal Experts:

Two experts, preferably a trained attorney-at-law, and an economist, should be sent to the Virgin Islands for two or three weeks to hold hearings upon the report of the "Agricultural, Educational and Industrial" Committee, and to bring back to the Government at Washington their conclusions.

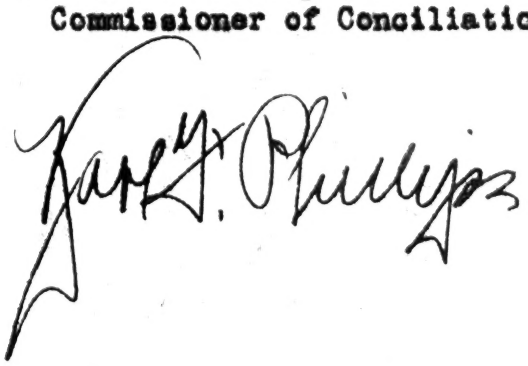
V. Final Steps:

The conclusions of the Federal experts and the hypothetical briefs of the Virgin Islands commissioners should then be referred to, and considered by a "Legislative" Committee to be named by the Secretary of Labor, following which a bill should be drafted for placement in proper hands for presentation to Congress and further appropriate action.

Respectfully submitted,

(Signed) Karl F. Phillips,
Commissioner of Conciliation.

p
p



DEPARTMENT OF LABOR
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POSTMARK
MAR 1 1927
(WEST END STA.)

March 1, 1927.

Hon. W. H. C. Brown,
c/o Crown Savings Bank,
Newport News, Va.

Dear Mr. Brown:

All along I had felt that your accounts for the Virgin Island Commission were blanketed in the lump sum of $2500, accounted for, as I had understood it, through the regular accounts of the Division of Immigration. I find, however, that the General Accounting Office desires an account current statement, abstract, and certified vouchers over your signature.

I am sending to you, herewith, vouchers, account current, abstract, etc., which will have to be certified to by you. I have indicated with pencil mark on the vouchers the appropriate spaces for your signature. Also, you will have to fill in, in your own writing, the sums disbursed by each voucher. You will find these spaces at the bottom of each voucher. The Account Current statement must be certified to by you in appropriate space, which you willnote. When these papers have been certified to, and signed by you they should be returned to this office for submission to the Disbursing Department, and from that office to the General Accounting office. I have filled in with typewriter missing dates, title of appropriation, etc., to the best of my knowledge.

Kindly attend to this at once and return complete file, after careful check-up to see that no document is missing, to this office.

Yours respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

P. S. Franked slips are enclosed for return. Kindly register entire package and secure "return receipt".

KFP

Phillips

May 27, 1927.

Memorandum:

To: Commissioner-General of Immigration

Attention Mr. Wagner -- Your file No. 55200/925

Mr. W. H. C. Brown, of Newport News, Va., returned the enclosed correspondence to this office in person.

No extension of time for rendering the account as Special Disbursing Agent, Department of Labor, was granted; nor was waiver of delinquency requested.

It was Mr. Brown's belief, as it was mine, when notice of "no balance on hand" came from the Treasury Department, that no further returns upon his accounts were necessary.

If compatible with departmental procedure, will you kindly now request, as Mr. Wagner suggested a few days ago, an extension of time or waiver of delinquency, as the case may be, nunc pro tunc.

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

S t a t e m e n t

Referring to Settlement Certificate No. C-46580-L, Symbol 98035, of June 2, 1927, W. H. C. Brown, S. D. A., "Expenses of Regulating Immigration, 1924" during the period January 10 to June 30, 1924, --

And referring to Item 17, "Suspended - $60.10 - Account Current shows receipts (Acct. Wt.) $2,500, expenditures $1,961.92, deposits $598.18, total $2,560.10, a difference of $60.10 expended in excess of receipts. Information is requested as to what has been done to adjust this error."

E x p l a n a t i o n

The $60.10 represents an overpayment made to Immigrant Inspector W. H. Davis, which was later refunded and deposited to the credit of the United States, W. H. C. Brown, S. D. A. It is probable that the item $60.10 should have been properly carried under "Disbursements" rather than "Credits" in which case the total receipts would have remained $2,500 while the $60.10 item would have been added to "Expenditures". If so, kindly adjust Account Current statement accordingly.

(Signed) W. H. C. Brown

W. H. C. Brown, S. D. A.,
U. S. Dept. of Labor,
January 10 -- June 30, 1924.

July 6, 1927.

Mr. W. H. C. Brown,
Crown Savings Bank,
Newport News, Va.

My dear Mr. Brown:

Settlement C-46580-L, January 10-June 30, 1924, W. H. C. Brown, S. D. A.

Referring to the above, all of your accounts have been settled, with the exception of one item, as commented upon by E. A. Condon, representing Mr. J. R. McCarl, Comptroller General of the United States. The item of difference reads as follows:

"Suspended: $60.10 -- Account Current shows receipts (Acct. Wt.) $2,500, expenditures $1,961.92, deposits $598.18, total $2,560.10, a difference of $60.10 expended in excess of receipts. Information is requested as to what has been done to adjust this error."

As I recall it, this item of $60.10 was an overpayment made to Dr. W. H. Davis, as to which an adjustment was later made by deposit. Apparently this $60.10 should have been carried in disbursements rather than under deposits. If I am correct, will you kindly refer to the enclosed statement, and if it meets with your approval, sign same and I shall have it submitted at once to the Comptroller General.

Thanking you, I am

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

Copy

GENERAL ACCOUNTING OFFICE

Washington

July 27, 1927.

W. H. C. Brown,
Special Disbursing Agent,
U. S. Department of Labor
Washington, D. C.

Sir:

Receipt is acknowledged of your letter of July 13, 1927, relating to certain items for which credit was withheld in settlement under Certificate No. C-46580-L, dated June 2, 1927, of your accounts.

The evidence submitted for vouchers 12, 13, 14, 15, 16 and 17, is found satisfactory, and credit will therefore be allowed for the amount of the items in a later settlement.

The sum of $60.10 shown as amount due officer will be charged off as an expenditure and officer's account balanced.

For the Comptroller General of the United States.

Respectfully,

(Signed) W. H. Pearson

Chief of Section

BM

Wagner — Pullman Portrait

December 10, 1926.

Memorandum:

To: The Director of Conciliation
From: Karl F. Phillips, Commissioner of Conciliation
Subject: The Pullman porter situation.

The Pullman porter situation, involving the work, wages and welfare of approximately 12,000 Negro Pullman porters, in their relations with the Pullman Company, represents one of the most unique and complex labor puzzles in the annals of group Negro service and work relationships.

Some years ago, the Pullman Company approved, fostered, and promoted, in cooperation with its Negro Pullman porters, an organization designated the "Pullman Porters' Beneficial Association," officered by Negro Pullman employees and representing group formation for the consideration and settlement of disputes and differences arising between the Company and the men. The P. P. B. A., then had and now has all the principles and system of the so-called typical "company organization," whereunder the workers are given an open voice in their relations with employer.

The P. P. B. A., seemingly progressed satisfactorily, with an increasing membership, etc., until, in 1925, Mr. A. Philip Randolph, Associate Editor of the "Messenger," a New York monthly magazine, began the organization of the "Brotherhood of Sleeping Car Porters." A series of meetings were held by the organizer, East and West, out of which there matured an organization which Mr. Randolph states now has enrolled about 60 per cent. or 7,200, of the 12,000 Negro Pullman porters. This organization is at present before the Railway Mediation Board with a petition for a higher wage scale, shorter hours, etc., and a member of that Board is now in Chicago investigating the membership, etc., of the Brotherhood.

In response to the Brotherhood's demands, the Pullman Company claims that the Brotherhood, not representing the majority of the Pullman porters, is not, therefore, a representative and bona fide labor organization, within the intent and scope of the Watson-Parker Act.

In the meanwhile, the Pullman Porters' Benefician Association recently met in convention, elected officers, etc., and presented to the general public and its employer the claim that it could account for a paid-up membership, etc., of approximately 90 per cent of the 12,000 Negro Pullman porters.

In all its ramifications, the Pullman porter situation is highly complicated. It is one as to which sincere arbitration between the Pullman Company, the Pullman Porters' Beneficial Association, and the Brotherhood, is seemingly the only means which might actually and permanently preserve and protect the interests of both employers and employees.

Respectfully,

Karl P. Phillips,
Commissioner of Conciliation.

p
p

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OCT 20 1927

"Tipping" System Is Losing Favor on All Sides, Says Report

BERLIN BRIDE

(By Bascom N. Timmons, Washington Correspondent of The Daily Northwestern.)

Washington, D. C.—The "tipping" system, which has grown to tremendous proportions since the world war, is losing favor, not only with the public but also with the recipient and stands a good chance of being abolished within the next few years, according to a statement issued by the United States department of labor.

The labor unions strenuously object to the tipping system, it is stated, for the reason that it gives the employer a feeling that he is relieved from the obligation to pay full wages. The result of this situation, the unions declare, is a wage wholly inadequate for the maintenance of a family, and to make up the deficit the employe must depend upon the generosity of the patron an uncertain factor at best.

The unions oppose gratuities, also on the grounds that receiving tips tends to detract from the independence of the workers and to create a servile spirit among them. As soon therefore, as the union feels that it is strong enough to do so it is likely to press for the establishment of a fair basic wage and the abolition of the tipping system.

"It is safe to say," the labor department states, "that the abolition of tipping would be welcomed by the public. Many patrons now tip because they feel that the tip insures better service, or because without it the service will be mediocre.

COGNIZANT OF SITUATION.

"Many do so because they are cognizant of the fact that the 'tipped' occupations are usually underpaid jobs and that the tip is the necessary supplement to the wage; or do so, unwillingly, because they think that the tip is expected and they feel they must do the 'usual' thing.

This undesirable condition could be eliminated by paying adequate salaries

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This undesirable condition could be eliminated by paying adequate salaries, the unions declare.

Recently the "Brotherhood of Sleeping Car Porters," a comparatively new organization, filed a complaint with the interstate commerce commission asking that the commission require the Pullman company to cease "informing and instructing applicants for positions as porters that they may expect increment to their wages from passengers, and from inducing or permitting porters in its service to receive gratuities from passengers, and from continuing to fix its wage rates for porters at an amount insufficient to enable them to remain in service."

The porters who are members of this "brotherhood" are demanding substantial salaries and the abolishment of tips.

NOTORIOUSLY UNDERPAID.

It is declared by the unions that waiters and waitresses are notoriously underpaid, it being expected that the public will offer assistance in the way of substantial tips and thus eliminate the necessity of the employer paying a living wage. This condition, it is stated, practically compels the waiters and waitresses to depend on charity.

The attitude of the public possibly has had much to do with bringing about the demand for permanent and substantial salaries for these wage earners, for the public, it would seem, is withholding the generous tips that were at one time freely given.

If the unions win their fight, Pullman porters, waiters and waitresses, taxi drivers, etc., will be paid a substantial wage by their employers and the public will no longer be expected to donate certain sums to the salary fund of corporations and concerns employing these people.

BERLIN BRIDE

PROBABLY WILL LIVE

United States Daily Oct 14 1927

Organized Labor Would Check Tipping System in All Trades

Sleeping Car Porters, Waiters, Barbers, Chauffeurs and Other Trade Workers Are Opposed to Practice.

The tipping system is opposed by organized labor in practically all occupations in which the system is prevalent, according to the Bureau of Labor Statistics, based upon a study of the question just made public by the Department of Labor.

"Tipping," says the statement, "is in essence merely a method by which the public supplements the inadequate wages paid by employers.

It implies servility on the part of the recipient, and is thus opposed to the principles of trade unionism. The unions affected are in favor of the complete abolition of tipping and a corresponding increase in straight wages."

A statement summarizing the results of the study follows in full text:

The question of the desirability of abolishing the tipping system is receiving the attention of the trades subject to this method of remuneration. Conspicuous among these are the so-called "personal service" occupations—those of the Pullman porters, waiters and waitresses, chauffeurs and hack drivers, barbers, employes of beauty parlors, etc.

In all of these the union has given sesious consideration to tne question, and in most instances the conclusion has been unfavorable to the continuance of the system. Especially is this likely to be true as the union gains in power and inclusiveness in its field.

A basic wage sufficient to maintain the worker and his family in moderate comfort is the main objective of all trade-unions, and the union is aware that in any occupation in which tipping is prevalent or customary the fact that the worker is the recipient of gratuities is one of the main obstacles to the securing of the basic wage.

The employer feels that the acceptance of tips by his employes relieves him of the obligation to pay full wages, and tips, thereafter, have to take the place of wages. The result is a wage wholly inadequate for the maintenance of a family, and to make up the deficit the employe must depend upon the generosity of the patron, an uncertain factor at best.

The unions oppose gratuities also on the grounds that receiving tips tends to detract from the independence of the workers and to create a servile spirit among them. As soon, therefore, as the union feels that it is strong enough to do so it is likely to press for the establishment of a fair basic wage and the abolition of the tipping system.

It is safe to say that the abolition of tipping would be welcomed by the public. Many patrons now tip because they feel that the tip insures better service, or because without it the service will be mediocre.

Many do so because they are cognizant of the fact that the "tipped" occupations are usually underpaid jobs and that the tip is the necessary supplement to the wage; or do so, unwillingly, because they think that the tip is expected and they feel they must do the "usual" thing!

Tips Augment Wages Inadequate for Family

The tip is often an embarrassment to the giver in that he may be uncertain as to the amount he should give, and to the recipient in that there is implied, in the taking, a certain inferiority of status.

The attitutde of the tipping public is well expressed in an editorial from Collier's Weekly, reproduced in the September, 1927, issue of the Messenger, as follows:

"One of our best and most permanent evils is tipping. Reformers are always conducting a campaign against it. These campaigns get nowhere because they attack the practice from the wrong end.

"The average man tips waiters, barbers, porters, and others because he likes to pay his way and knows that in certain kinds of service custom orders a tip and employers reduce wages by the amount of the tips. * * *

"Tipping itself is an offense to the code of American business ethics. It belongs in countries where begging is a recognized life calling, where petty bribery of the government employes is a recognized channel of revenue, where class distinctions are sharp and oppressive, and where cultivated servility is an art.

"But the custom is rooted in the United States and it will grow and thrive until the great army of the tipped rises in rebellion and creates and demands a right to straight pay."

Since the subject is now before the public it is of interest to see what action the unions concerned have taken or are considering on the subject.

Waiters and Chauffeurs Demand Pay for Work

The official policy of the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers of America is that of opposition to the tipping system, on the ground that acceptance of tips places the recipient in the position of a menial. The union takes the position that "the best cure for it is to raise wages."

In the August, 1927, issue of the union's official magazine Daniel J. Tobin, president of the union, makes the following statement.

"One of the substantial things accomplished by our organization since its formation is that of discouraging the custom of tipping. The only branch of our craft in which tipping prevailed was amongst the carriage and hack drivers, of old, and this has been somewhat inherited by the taxicab drivers.

"This custom, however, is gradually being eliminated amongst union men, due to the fact that our union has raised the standard of wages and brought up this class of workers to real high-grade, independent individuals."

Waiters and waitresses notoriously suffer from low wages, it being expected that these will be supplemented by gratuities from the customers. The bad effect upon both workers and union is seriously recognized by the president of the Hotel and Restaurant Employes' International Alliance and Bartenders' International League of America.

In his monthly letter to the membership, dated April 25, 1927, Mr. Flore discusses the various factors upon which the union must lay stress. Conditions of employment are among the most important, including the eight-hour day, and a living basic wage.

He emphasizes the fact that "the time must come when the workers in the

File with Porter file

catering industry must reach the higher standards in life—the elimination of gratuities and the establishment of a basic wage."

The July 30, 1927, issue of Labor, the organ of the railroad brotherhoods, reports the attitude of the New York City local of waiters and waitresses as reveased in the testimony of its secretary-treasurer who is also vice president of the national union. He is reported as saying:

"The union has made several attempts to get a living wage for its members, but has failed. They are compelled to depend on the charity of the public.

"We are opposed to tipping, but there is nothing else to be done until a living wage is guaranteed employes of restaurants and hotels."

Sleeping Car Porters File Formal Complaint

The Brotherhood of Sleeping Car Porters is a comparatively new organization, having been formed during the summer of 1925. Although it claims as members nearly 7,000 of the 12,000 colored maids and porters employed by the Pullman Company, it has had an uphill struggle for recognition as the representative of the employes.

Late in 1926 the brotherhood, acting under the terms of the Railroad Labor Act of 1926, requested a conference with the company for the purpose of discussing certain desired improvements in conditions. The request being denied, the brotherhood took its case before the United States Mediation Board. The main question in the dispute—that of the brotherhood to represent the employes—is now before the board for determination.

One of the main demands of the brotherhood is that the tipping practice be abolished. The union points out that the minimum wage rate of porters is $72.50 per month. Overtime is received after 11,000 miles have been traveled, such pay raising the average monthly compensation received from the company to $78.11.

This was disclosed by returns on a questionnaire from 673 regular and 104 extra porters. The tips averaged $58.15 per month. The union is making a stand for a minimum rate of $150 a month and the abolition of the tipping system.

The brotherhood has even filed a complaint with the Interstate Commerce Commission asking that the commission require the Pullman Co. to cease "informing and instructing applicants for positions as porters that they may expect increment to their wages from passengers, and from inducing or permitting porters in its service to receive gratuities from passengers, and from continuing to fix its wage rates for porters at an amount insufficient to enable them to remain in the service * * *."

Barbers Ask for Wages Instead of Gratuities

In the words of one of the brotherhood's organizers:

"In their struggle to organize, the porters and maids have set their faces resolutely against the 'tipping system' as a method of rewarding them for the many excellent services they render the traveling public. This phase of the campaign * * * marks the poster's struggle as the most significant effort of the negro since his emancipation.

"He has come to understand that a firm and balanced manhood is incompatible with a dependence on public gratuities; that tips carry with them a haunting and horrible sense of insecurity, to say nothing of the lack of dignity. Tips for the negro as a reward for his labor bring back to the dim corners of his memory years of sorow and bitterness spent in slavery; and they also tend to keep alive the fog of prejudice and ill feeling."

The desirability of tipping is being thrashed out in the Journeymen Barbers' International Union. The question was precipitated by the action of the employers' organization, the Associated Master Barbers, in its convention held in November, 1926. The matter will doubtless come up for attention at the 1927 convention of the union.

Telephone: EDGecombe

BROTHERHOOD OF

Sleeping Car Porters

Headquarters:

2311 SEVENTH AVENUE
NEW YORK, N. Y.

Official Publication: THE MESSENGER

General Organizer
A. PHILIP RANDOLPH
Assistant General Organizer
W. H. DES VERNEY
Assistant General Organizer
A. L. TOTTEN

Secretary-Treasurer
ROY LANCASTER
Special Organizer
FRANK R. CROSSWAITH
Field Representative
S. E. GRAIN

Dear Friend: Dec. 24, 1927.

What of the destiny of the Negro worker? What of his wage and work? What of his mind and spirit? Whither is he trending? What of his relations to the world of industry and to organized labor?

Do we know? Should we care? Can we afford to be indifferent, unconcerned and apathetic to the problems of the Negro worker? How is the Negro world of culture, education, profession and business related to the world of Negro labor?

Why not get together and seek cooly and dispassionately, the light of fact and truth upon this question, big with promise or menace to Aframericans and white Americans?

To this end, permit us to invite you to attend the Negro Labor Conference which will be held Monday, January 9, from 2 to 6 P.M. in the auditorium of the Y. M. C. A., Twelfth Street Branch.

Notable addresses will be given. The agenda will be comprehensive. Prominent representatives of white labor and liberals will participate in the Conference. This will probably be the most epochal economic conference yet held by Negroes in the country, and we want the benefit of your judgment.

The Conference will begin Sunday afternoon Jan. 8th, 1928 at 2:30 to 6 P.M. with a big Mass Meeting at the John Wesley Church, 14th & Corcoran Streets, N. W., where we invite you also to send a representation.

Sincerely,

Archibald Grimke
Neval H Thomas
Robert J. Nelson
Thos. Walker
A. Philip Randolph
Director of Conference.

Whitefield Mckinlay
F. Morris Murray
Mary Church Terrell
Dr. M. O. Dumas
W. H. Des Verney
Ass't. Gen'l. Organizer.

650 Z. St. N.E.
Washington

OUR GOAL: More wages; better hours; better working conditions; pay for overtime; pay for "tion" time; abolition of "doubling out," conductor's pay for conductor's charge and manhood rights.

No. 20007

BS:FGL

INTERSTATE COMMERCE COMMISSION

WASHINGTON,

December 27, 1927

NO. 20007

THE BROTHERHOOD OF SLEEPING CAR PORTERS

V.

THE PULLMAN COMPANY

- - - - -

Oral argument in the above entitled case, now assigned for January 11, 1928, at Washington, D.C., before the Commission, is hereby cancelled, and this case is re-assigned for Oral Argument January 21, 1928, ten o'clock a.m., (standard time), at the office of the Interstate Commerce Commission, Washington, D.C., before the Commission, on the motion of defendant to dismiss the complaint, on the ground that the Commission is without jurisdiction.

By the Commission:

GEORGE B. McGINTY

SECRETARY.

N

921164 VIS

Interstate Commerce Commission

OFFICE OF THE SECRETARY

GEORGE B. MCGINTY
SECRETARY

Washington

Jan. 12, 1928.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D. C.

Dear Sir:

In response to the request contained in your letter of January 11, there is enclosed herewith copy of notice assigning Docket No. 20007 for oral argument before the commission on January 21, 1928.

Respectfully,

Enc.

Secretary.

Telephone: EDGecombe {2323 2324

BROTHERHOOD OF

Sleeping Car Porters

Headquarters:
239 WEST 136th STREET
NEW YORK, N. Y.

President and General Organizer
A. PHILIP RANDOLPH

General Secretary-Treasurer
ROY LANCASTER

Assistant General Organizer
A. L. TOTTEN

Field Representative
S. E. GRAIN

Regional Supervisor
BENNIE SMITH

January 16th, 1929.

Mr Hugh Kervin,
U.S. Department of Labor Statistics,
Washington, D.C.

Dear Sir:

The Pullman porters receive their wages in two forms: one , a definite monthly payment by the Company: two, tips from the public. This method is quite unsatisfactory inasmuch as it is uncertain and the income quite inadequate.

There is also the matter of hours of work which is determined on a mileage basis of 11,000 miles. There are endless ramifications to the working conditions of the porter. Sometime recently Mr. Ethelbert Stewart of the Bureau of Labor Satistics wrote an article on tipping in which he exposed the system with respect to the porters. The public is immensely concerned about this whole Pullman porter situation inasmuch as it pays $7,000,000 a year in tips to the porter. Therefore, I am requesting information with respect to the procedure necessary for securing your Department making a study of the Wages, Hours and Working conditions of the Pullman porter and the Pullman Industry such as you have done in the Garment Industry, the Shoe Industry, the Coal Industry and a number of others.

Wont you let me have at your earliest convenience the above mentioned information so that we may proceed with securing your department making a study of the Pullman situation?

Very truly yours,

A. Philip Randolph
President & Organizer

APR/DL

REPORT:

TO: The Secretary Through the Director of Conciliation

FROM: Georgia Douglas Johnson

SUBJECT: The Brotherhood of Sleeping Car Porters V. The Pullman Co.

Oral argument in the above mentioned case was heard before the Interstate Commerce Commission at the office of the Commission, Saturday, January 21, at 10:30 A.M.

PULLMAN COMPANY - First Attorney -

The argument was opened by Mr. Kelly for the Pullman Company. He questioned the authority of the Commission to arbitrate in this matter, pointing out that it should come before other tribunals for adjustment. He suggested further that the matter of prayer for a relief from the tipping system, urged by the porters, was a subterfuge for higher pay. He offered as a way out, that the porters themselves refuse the tips thereby doing away with all arbitration.

A Commissioner asked if it were not true that the Pullman Company recognized and counted upon the tips of porters in fixing the wage scale. Mr. Kelly thought that it might have some little bearing but very slight. He also denied that all of the porters were Negroes.

The question of the rights of state to legislate in the matter of 'tipping' was discussed. A Commissioner pointed out instances where the law to prevent tipping had been passed and enforced. Mr. Kelly was skeptical on the efficacy of these measures. In fact he observed that tipping was an old custom, long established and one not to be lightly swept aside. He observed that the Pullman Company neither compelled the traveling public to give tips nor the porters to receive them.

He was asked by a commissioner if the Company did not, indirectly at least benefit through the tipping system. This was denied by Mr. Kelly.

PULLMAN PORTER'S ATTORNEY -

The Pullman porter's attorney stated first that the Company does receive compensation indirectly through the tipping system. Seven million dollars was the approximate figure of tipping receipts, and also counts upon these receipts in fixing the wage scale for porters. In fact the wage scale is much higher on runs where the tips are small as on the long runs West for tourists who pay but little. He added that while it was true that open solicitation of tips was not in vogue, there was a very well understood system of silent solicitation made use of - the last whisting service etc.

He instanced the fact that Negroes as a whole received less pay for services rendered and payed more for ser-

vices received than any other group, adding that the tipping system tended to promote the feeling of inferiority in the group thus penalized.

PULLMAN COMPANY - Second Attorney -

The second attorney for the Pullman Company also questioned the right of the Commission to interfere in this matter under discussion. Stating that it was a question entirely within the province of Congress to rule in this matter of tipping. Upon being asked by a Commissioner if the tip did not in some way interfere with the equal distribution of service received by the travelling public, giving unequal advantages in proportion to tips received, he said "NO". In fact he instanced that services were identical whether tips were received or expected, except in rare instances. Also affirmed that tips were only given at the end of a trip thereby making this unequal service of gratitude impossible.

RESULT

The Commission took down a hastily worded prayer offered by the attorney for the Pullman Porters, which in effect asked for their interference in relieving them from the tipping system.

U. S. DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

Jan. 18, 1929.

Referred to the Commissioner of Labor Statistics.

Respectfully,

H. L. Kerwin.
Director of Conc'n.

P. S. Please return file to K.F.Phillips, Room 415.

U. S. DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

U. S. CONCILIATION SERVICE

January 18, 1929.

Mr. H. L. Kerwin:

I have conferred at length with Mr. Ethelbert Stewart, Commissioner of Labor Statistics; and gave him, as a basis of my opinion concerning the Brotherhood of Sleeping Car Porters, the attached "notes" which I am asking you to read.

Mr. Stewart states that it would be an insuperable task to interview the Pullman porters and thereby "survey" the "tips" each one receives for any given period.

He states, further, that the only practicable way to make such a survey is to have each porter make periodical reports as to hours of service, wages, etc., to the Brotherhood, and thereafter have same sent (after six months carefully-compiled reports have been made) to the Bureau of Labor Statistics for tabulation and conclusions as to facts, etc.

I certainly agree with Mr. Stewart.

Since the matter is statistical, purely, I have drafted a letter, herewith, for your signature, referring your letter of Jan. 16th to Mr. Stewart, and advising Mr. Randolph that within a few days he will hear from Mr. Stewart, in reply to both letters, along the line Mr. Stewart indicated to me, as above.

Respectfully,

K. M. P.

DEPARTMENT OF LABOR

OFFICE OF THE SECOND ASSISTANT SECRETARY

WASHINGTON

Pullman Porters January 18, 1929.

N o t e s : (As I see it)

The work of a Pullman porter is a service rather than productive labor. That is to say, it is not comparable with either skilled or unskilled labor, definitely contracted for and paid for upon a basic rate peculiar to any particular jurisdiction.

The value of the labor performed is not measured by group or productive value, but by the value of the "courteous service" rendered to each particular individual.

Work in the nature of personal service, although calling at times for special skill peculiar to the fancies of any particular employer, is usually paid for according to rates for personal service performed in the "financial sphere" in which the particular employer moves, or is guided by.

The wages of personal service workers, even though performing the same duties required elsewhere with the same degree of skill in particular families or on special jobs, vary according to such circumstances as wealth, position, the inexorable law of demand and supply, and the economic needs of the employee at the time of employment.

Query: Can a "tipping" income be accurately studied as to any service? Do not tips vary each day and each week? Does not even the total for one year "double" or "halve" itself in subsequent years or periods?

Pullman porters in the United States total approximately 12,000 men, each of whom has a conflicting tale as to the advantages or disadvantages of his employment. (I know this from personal interviews with many Pullman porters.)

A "controversy" has waged between the Brotherhood and the Pullman Company for several years past, due to many circumstances and becoming complicated because of the "company" organization of the Pullman company. The latter organization claims to have more than 7,000 satisfied members; while the Brotherhood claims that it has an enrollment of more than 51 per cent of the Pullman porters.

Hearings were held before the Railway Labor Board and the U. S. Mediation Board; and, later, an illy-advised formal action was filed with the Interstate Commerce Commission and argued before that body, which dismissed the petition for want of "jurisdiction."

Query: Is such a study as Mr. Randolph proposes practicable or possible? If practicable and possible, would it not have to be limited to States in which anti-tipping laws prevail?

Respectfully,

Harry H. Phillips

January 18, 1929.

Mr. A. Philip Randolph,
President, Brotherhood of Sleeping Car Porters,
239 West 136th Street,
New York, N. Y.

Dear Sir:

This will acknowledge receipt of your letter of January 16th, in which you make the request that a survey be made by this Department of the working conditions and wages in connection with the services of the Pullman porters who belong to your organization.

Upon checking up previous correspondence concerning this matter, I find that an earlier letter, addressed to the Commissioner of Labor Statistics, which had been inadvertently mislaid, has come to light today and will be replied to by the Commissioner of Labor Statistics, who is the proper official in charge of the compilation of such statistics and information as you are seeking. Accordingly, I have referred your letter of the 16th to the Commissioner of Labor Statistics, who has stated that he will write to you within the next few days.

Respectfully,

H. L. Kerwin,
Director of Conciliation.

KP

Copy

ES-GLT

January 24, 1929.

Mr. A. Philip Randolph, President,
2311 Seventh Avenue,
New York, N. Y.

Dear Sir:

I received your letter of December 10th, which in some way became misplaced and was not answered. Your more recent letter, addressed to Mr. Hugh Hanna, has been referred to me for attention.

It is not clear to my mind just what sort of an investigation you propose. If you mean that the Bureau should call upon the Pullman porters and maids and get their story with their statement of the amount of tips and so on and so forth, it is an undertaking the expense of which is beyond anything that the Bureau of Labor Statistics could afford.

If you mean that the Bureau shall apply to the Pullman Company for wage rates, working rules, industrial and health conditions, hours of Pullman porters, etc., it is an entirely different matter and can be done. However, the Pullman Company would know nothing about the amount of the tips and it is questionable as to whether or not the Company at headquarters would know very much about the industrial and health conditions, as this largely depends upon the train conditions.

So far as the tips and the working conditions are concerned it seems to me that the only thing possible would be for your organization to send a blank to each of its members and have them keep a record from day to day of the amount of tips and the other information you want. When you have secured this information from all of your members or any very large percentage of your members you could turn the cards over to me and we would tabulate the results. I would be entirely willing to undertake to be of assistance to you and advise you as to the form of the cards upon which the information should be registered. It might be that one card would do for a month, each line representing a day. I know of no other way in which the Bureau of Labor Statistics could handle a question of this sort. You will readily understand that for us to undertake to follow up porters and train maids would be an impossible task.

Very truly yours,

(signed) Ethelbert Stewart,
Commissioner of Labor Statistics.

NATIONAL URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES

17 MADISON AVENUE, NEW YORK CITY

TELEPHONES: CALEDONIA 6534-6535

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ARTHUR SACHS
GEORGE W. SELIGMAN
MRS. V. G. SIMKHOVITCH
C. C. SPAULDING
MRS. LEOPOLD STOKOWSKI
MISS DOROTHY STRAUS
GRAHAM R. TAYLOR
W. R. VALENTINE
MISS ELIZABETH WALTON

January 25th, 1929

My dear Mr. Davis:

During the past two years there has been considerable discussion of the conditions under which the Pullman Car employees work and the wages they receive for the long hours they serve. An investigation should be made of the facts of the situation as there has been much discussion pro and con of the demands the Brotherhood of Sleeping Car Porters has made of the Pullman Company.

In justice to both of the parties concerned, it would seem that an authoritative statement of the actual conditions is needed. The United States Department of Labor is unquestionably the only agency through which this authoritative and unbiased study and report could be made and whose findings would be respected by all concerned, including the traveling public.

I am writing earnestly and respectfully to urge you as Secretary of the Department of Labor to authorize such a study at the earliest possible date.

Sincerely yours,

EKJ/AGL

Eugene Kinckle Jones

Eugene Kinckle Jones,
Executive Secretary.

Honorable James J. Davis,
Secretary of Labor,
United States Department of Labor,
Washington, D. C.

ENDORSED BY NATIONAL INFORMATION BUREAU

Copy:

Department of Labor
Office of the Secretary
Washington

January 30, 1929.

Mr. Eugene Kinckle Jones,
Executive Secretary, National Urban League,
17 Madison Avenue,
New York, N. Y.

My dear Mr. Jones:

The Secretary of Labor has referred to me your letter of January 25th, in which you make the request that the Department of Labor institute a survey of the wages and working conditions under which the Pullman porters are employed.

I find that this matter has been previously taken up with the Department by Mr. A. Philip Randolph, representing the Brotherhood of Sleeping Car Porters and by other interested parties, and that the matter has been gone into at length by Mr. Ethelbert Stewart, Commissioner of Labor Statistics, under whose Bureau such a survey as has been proposed would properly come. Mr. Stewart has shown me a copy of his last letter upon the subject, addressed to Mr. Randolph, a copy of which I am enclosing herewith for your information, and from which you will note fully the view which Mr. Stewart takes of the proposed survey.

Mr. Stewart has presented what seems to me to be a very practicable method of securing all the information which existing circumstances and conditions will permit; and I hope that it commends itself to both you and the officials of the Brotherhood.

With kindest regards, I am

Sincerely yours,

(Signed) Karl F. Phillips,
Commissioner of Conciliation.

January 30, 1929.

Mr. Frank Morrison,
Secretary, American Federation of Labor,
Washington, D. C.

Dear Mr. Morrison:

I am sending to you herewith copies of two letters which relate to the request of the Brotherhood of Sleeping Car Porters and Maids for a survey of the wages, "tips," and working conditions under which they are employed by the Pullman Company. These letters are sent to you because of your interest in the situation, and in order that you may know, at once, of the practicable plan which Commissioner Stewart has offered to the porters, by which they, themselves, may begin to make a careful tabulation of their monthly tips, and the other conditions under which they are serving.

Mr. Stewart has offered to aid them in the preparation of an appropriate record card, by which means, it seems to me, they may help themselves in the securing of the story of their employment.

With kind regards, I am

Sincerely yours,

H. L. Kerwin,
Director of Conciliation.

File "Pullman porters"

Karl P. Phillips

Conciliation Service

Salaries and Expenses,

Commissioners of Conciliation 1929.

Priority

May 3, 1929.

William S. Des Vernay,
150 West 131st Street,
New York, N. Y.

Referring to your visit this office last autumn, could you mail me today under confidential cover for official use copy of Constitution and By-Laws and full information concerning Brotherhood of Sleeping Car Porters, their charter, membership and national status.

Karl Phillips

- -

Salaries and Expenses, Commissioners of Conciliation, 1929.

ATTEST:

Commissioner of Conciliation.

PATRONS ARE REQUESTED TO FAVOR THE COMPANY BY CRITICISM AND SUGGESTION CONCERNING ITS SERVICE 1201-S

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KARL PHILLIPS-

LABOR DEPT WASHINGTON DC=

MESSAGE RECEIVED LETTER FOLLOWS=

W H DESVERNEY.

Pullman Porter

THE QUICKEST, SUREST AND SAFEST WAY TO SEND MONEY IS BY TELEGRAPH OR CABLE

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BRAIDER FOREMEN
BRASS FITTERS
BRASS HELPERS
BRASS MAULDERS
CHIEF ENGINEERS
DAYWORKERS
DECK HANDS
DIE MAKERS
ELECTRICIANS
ELEV. MECHANICS
ELEV. OPERATORS
ELEV. STARTERS
ENGINEERS
FLOOR SCRAPERS
HANDYMEN
LAUNDRYMEN
MANGLERS
PACKERS
PAPERHANGERS
PLAST'S HELPERS
RADIO WORKERS
STARTERS
STOREROOM MEN
SUPERINTENDENTS
TINSMITHS
TOOLMAKERS
USEFULMEN
VALETS
WATCHMEN
WINDOW WASHERS
WRINGERMEN

GARAGE HELP

AUTOINSTRUCTORS
AUTO MECHANICS
AUTO TOP MAKERS
BODY MAKERS
CHAUFFEURS
CLEANERS
DAYMEN
FLOORMEN
FOREMEN
GARAGE HELPERS
IGNITIONMEN
INTERIOR MEN
MACHINISTS
MACHINE HANDS
MACHINE OPER.
MANAGERS
MECHANICS
MECH. HELPERS
OILERS
POLISHERS
SUPERINTENDENTS
TESTERS
WASHERS

FARM HELP

DAIRYMEN
DRIVERS
FARMERS
FARM HANDS
FLORISTS
GARDENERS
GREENHOUSEMEN
HERDSMEN
MILKERS
POULTRYMEN
STABLEMEN
TEAMSTERS

COUNTRY HELP
ESTATE HELP
FACTORY HELP
FARM HELP
FEMALE HELP
GARAGE HELP
GENERAL HELP
HOTEL HELP
INDUSTRIAL HELP
RESTAURANT HELP

RELIABLE HELP IS RESPONSIBLE HELP

Tel. BRAdhurst 1629 — W. H. DesVerney, Prop.

The Reliable Labor Exchange

AGENCY

2311 Seventh Avenue

New York City

May 6th

Dear Mr. Philips

Hope what I am sending you will be of some service

I dont know thier charter membership and National Status and I have my doubts if they have any National Status

However I will send you letter in a few days

You can reach me by phone from 10.30 a m to 3.30 P. M Stagg 0036 and from 5 to 6 P. M at the above as my wife is in the Office all day send confidential letters to 84 Broadway Brooklyn c/o Williamsburg Luncheon Club

Hope you are well

Yours truly

H. H. DesVerney

FEMALE HELP

As't HOUSEKEEPERS
ASST. JANITORS
BUS GIRLS
CLEANERS
COAT ROOM GIRLS
COFFEE GIRLS
COUNTER GIRLS
COUPLES
DAYWORKERS
FACTORY GIRLS
HEAD CLEANERS
HEADLAUNDRESSES
HEADWAITRESSES
HOUSEKEEPERS
HOUSE WORKERS
JANITORS
LAUNDRESSES
LINEN ROOM GIRLS
PANTRY GIRLS
SALAD GIRLS
STOREROOM GIRLS
USEFUL GIRLS
USHERS
WAITRESSES
Etc.

KITCHEN HELP

BAKERS
BAKER'S HELPERS
BREAD BAKERS
BUTCHERS
CARVERS
CHEFS
COOKS
COFFEE MEN
COUNTER MEN
DINNERCOOKS
DISHWASHERS
ENGINEERS
FIREMEN
FRY COOKS
HANDYMEN
ICE CREAM MEN
KITCHENMEN
LUNCHMEN
LAUNDRYMEN
PASTRY BAKERS
PASTRY COOKS
PANTRYMEN
POT WASHERS
ROAST COOKS
SALADMEN
SECOND COOKS
SILVERMEN
STEWARDS
TIMEKEEPERS
VEGETABLEMEN
USEFULMEN
Etc.

DINING ROOM HELP

BELLBOYS
BUS BOYS
BUTLERS
CAPTAINS
CHECKERS
CLERKS
DOORMEN
FOOD CHECKERS
HALLBOYS
HEAD HALLMEN
HEAD HOUSEMEN
HEAD PORTERS
HEADWAITERS
HOUSEMEN
MANAGERS
MESSENGERS
PORTERS
ROOM CLERKS
ROOM WAITERS
WAITERS
Etc.

May 8, 1929.

Mr. William H. Des Verney,
c/o Williamsburg Luncheon Club,
84 Broadway,
Brooklyn, N. Y.

Dear Mr. Des Verney:

This office appreciates, indeed, your courtesy and cooperation in responding to the request for information concerning the Brotherhood of Sleeping Car Porters. Your letter and the exhibits enclosed therewith were received in this morning's mail, and, as I assured you by wire and Mrs. Des Verney over the telephone, the information which you have sent will be kept strictly in official confidence and all papers returned to you in due course. The Department was in need of certain information concerning the Brotherhood for official compilation by the Bureau of Labor Statistics in connection with trade union organizations, and it was felt that you were in a position to cooperate with us in this work.

I shall be in New York within a few weeks and shall take further occasion to thank you for your kind cooperation. In the meantime, I want you to know that you have rendered helpful service by responding so promptly and so fully to the Department's request.

With kind personal regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

New York City
May 12th 1929

My dear Mr. Philips.

I am sending the enclose for your information, these letter shows the attitude of a committee that was created by Randolph after Crosswaith was dismissed, and when he found out that the committee would render a decision against Lancaster he wanted them to white wash the whole affair. Glad you received the material all. O. K. Please let me know when you are in the City as there is something that I would like to state verbally to you. Take good care of the matter I am sending you because I might need it some day for my own use.

Hope you are well my wife joins me in sending regards,

Address any letters as before
84 Broadway Brooklyn

Yours truly,

W. H. Desverney
Pullman Porters

Noted
N. Y. Phillips
May 13, 1929
Thanks you!

May 13, 1929.

Mr. William D. Des Verney,
c/o Williamsburg Luncheon Club,
84 Broadway,
Brooklyn, N. Y.

Dear Mr. Des Verney:

Thank you very much for your second batch of material concerning the Brotherhood. All of the same is being carefully held in this office and you may be sure that it will be returned to you intact within a short time.

I shall be in New York on May 30th and 31st, and if it would be convenient for me to see you some time on the morning of the 31st, I shall be glad to come to any address which you may name.

With kindest regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

U. S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

ES-GLT

May 13, 1929.

Memorandum for Commissioner of Conciliation Karl F. Phillips:

There is returned to you herewith the material which you forwarded to the Bureau of Labor Statistics with your memorandum of May 8th.

Your courtesy in this matter is much appreciated.

Ethelbert Stewart

Commissioner of Labor Statistics.

May 13, 1929.

Mr. William D. Des Verney,
c/o Williamsburg Luncheon Club,
84 Broadway,
Brooklyn, N. Y.

Dear Mr. Des Verney:

Herewith please find your entire file of papers, which you so kindly forwarded to this Office in connection with official business relating to the Brotherhood of Sleeping Car Porters.

I beg to thank you for your courtesy, and shall expect to visit you in New York on May 31st or June 1st.

With sincere regards, I am

Cordially yours,

Karl F. Phillips,
Commissioner of Conciliation.

Pullman Porters

INDUSTRIAL HELP

ALL AROUND MEN
BRAIDERS
BRAIDER FOREMEN
BRASS FITTERS
BRASS HELPERS
BRASS MAULDERS
CHIEF ENGINEERS
DAYWORKERS
DECK HANDS
DIE MAKERS
ELECTRICIANS
ELEV. MECHANICS
ELEV. OPERATORS
ELEV. STARTERS
ENGINEERS
FLOOR SCRAPERS
HANDYMEN
LAUNDRYMEN
MANGLERS
PACKERS
PAPERHANGERS
PLAST'S HELPERS
RADIO WORKERS
STARTERS
STOREROOM MEN
SUPERINTENDENTS
TINSMITHS
TOOLMAKERS
USEFULMEN
VALETS
WATCHMEN
WINDOW WASHERS
WRINGERMEN

GARAGE HELP

AUTOINSTRUCTORS
AUTO MECHANICS
AUTO TOP MAKERS
BODY MAKERS
CHAUFFEURS
CLEANERS
DAYMEN
FLOORMEN
FOREMEN
GARAGE HELPERS
IGNITIONMEN
INTERIOR MEN
MACHINISTS
MACHINE HANDS
MACHINE OPER.
MANAGERS
MECHANICS
MECH. HELPERS
OILERS
POLISHERS
SUPERINTENDENTS
TESTERS
WASHERS

FARM HELP

DAIRYMEN
DRIVERS
FARMERS
FARM HANDS
FLORISTS
GARDENERS
GREENHOUSEMEN
HERDSMEN
MILKERS
POULTRYMEN
STABLEMEN
TEAMSTERS

COUNTRY HELP
ESTATE HELP
FACTORY HELP
FARM HELP
FEMALE HELP
GARAGE HELP
GENERAL HELP
HOTEL HELP
INDUSTRIAL HELP
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Tel. BRAdhurst 1629 — W. H. DesVerney, Prop.

The Reliable Labor Exchange

AGENCY

2311 Seventh Avenue
New York City

May 14th 1929

My dear Mr. Philips.

Glad you received material all O.K. I am in hopes of having May 30th off, as I have charge of this Luncheon Club in the Manufacturers Trust building in Brooklyn, as my wife looks at this business for me. I leave the New York Side every morning at 9.30 in order to be there at 10.30 and my lunch is over at 3 P.M. I shall advise you later just where and what hours I will be able to see you. Mr. Frank Crosswaith is very anxious to meet you during your visit he is alright and we are as one on the whole question of the Brotherhood. We have quite a bit of material that we would like for you

FEMALE HELP

As't HOUSEKEEPERS
ASST. JANITORS
BUS GIRLS
CLEANERS
COAT ROOM GIRLS
COFFEE GIRLS
COUNTER GIRLS
COUPLES
DAYWORKERS
FACTORY GIRLS
HEAD CLEANERS
HEADLAUNDRESSES
HEADWAITRESSES
HOUSEKEEPERS
HOUSE WORKERS
JANITORS
LAUNDRESSES
LINEN ROOM GIRLS
PANTRY GIRLS
SALAD GIRLS
STOREROOM GIRLS
USEFUL GIRLS
USHERS
WAITRESSES
Etc.

KITCHEN HELP

BAKERS
BAKER'S HELPERS
BREAD BAKERS
BUTCHERS
CARVERS
CHEFS
COOKS
COFFEE MEN
COUNTER MEN
DINNERCOOKS
DISHWASHERS
ENGINEERS
FIREMEN
FRY COOKS
HANDYMEN
ICE CREAM MEN
KITCHENMEN
LUNCHMEN
LAUNDRYMEN
PASTRY BAKERS
PASTRY COOKS
PANTRYMEN
POT WASHERS
ROAST COOKS
SALADMEN
SECOND COOKS
SILVERMEN
STEWARDS
TIMEKEEPERS
VEGETABLEMEN
USEFULMEN
Etc.

DINING ROOM HELP

BELLBOYS
BUS BOYS
BUTLERS
CAPTAINS
CHECKERS
CLERKS
DOORMEN
FOOD CHECKERS
HALLBOYS
HEAD HALLMEN
HEAD HOUSEMEN
HEAD PORTERS
HEADWAITERS
HOUSEMEN
MANAGERS
MESSENGERS
PORTERS
ROOM CLERKS
ROOM WAITERS
WAITERS
Etc.

to look over then you can decide for yourself how much you would like to have. I know you will be surprised when you see some of the material we have that a man could go so long on lies and nerve.

Trust you are well.

Yours truly

W. H. DesVerney

4

INDUSTRIAL HELP

ALL AROUND MEN
BRAIDERS
BRAIDER FOREMEN
BRASS FITTERS
BRASS HELPERS
BRASS MAULDERS
CHIEF ENGINEERS
DAYWORKERS
DECK HANDS
DIE MAKERS
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FLOOR SCRAPERS
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LAUNDRYMEN
MANGLERS
PACKERS
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PLAST'S HELPERS
RADIO WORKERS
STARTERS
STOREROOM MEN
SUPERINTENDENTS
TINSMITHS
TOOLMAKERS
USEFULMEN
VALETS
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WINDOW WASHERS
WRINGERMEN

GARAGE HELP

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IGNITIONMEN
INTERIOR MEN
MACHINISTS
MACHINE HANDS
MACHINE OPER.
MANAGERS
MECHANICS
MECH. HELPERS
OILERS
POLISHERS
SUPERINTENDENTS
TESTERS
WASHERS

FARM HELP

DAIRYMEN
DRIVERS
FARMERS
FARM HANDS
FLORISTS
GARDENERS
GREENHOUSEMEN
HERDSMEN
MILKERS
POULTRYMEN
STABLEMEN
TEAMSTERS

COUNTRY HELP
ESTATE HELP
FACTORY HELP
FARM HELP
FEMALE HELP
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The Reliable Labor Exchange

AGENCY

2311 Seventh Avenue

New York City

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HEAD HOUSEMEN
HEAD PORTERS
HEADWAITERS
HOUSEMEN
MANAGERS
MESSENGERS
PORTERS
ROOM CLERKS
ROOM WAITERS
WAITERS
Etc.

June 28, 1929.

Mr. William H. Des Verney,
Prop., The Reliable Labor Exchange,
2311 Seventh Avenue,
New York, N. Y.

Dear Mr. Des Verney:

Upon my return to the office this morning, I find your letter of June 26th, with enclosed news item and advertisement.

Inquiry at the A. F. of L. headquarters in this city brings the response that both the news item and the advertisement are correct, and that President Green is now in New York, prior to the scheduled meeting on June 30th.

I shall be in New York soon and shall write you in advance. Presume you received my telegram sent to you from Indianapolis on May 31st.

With kindest regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

Pullman

Porters

NEW YORK

Hecklers Jeer Green in Talk To Car Porters

Union Square Tactics Annoy A. F. L. Leader During Speech in Harlem Pulpit

Some Question Sincerity

Pamphlet Circulated Recalls the Laundry Strikes

William Green, president of the American Federation of Labor, who once was a circuit-riding Baptist preacher but more recently has devoted his energies toward fighting Communism, yesterday invaded Harlem and occupied the pulpit of the Abyssinian Baptist Church, 138th Street and Seventh Avenue.

The tip question and the demands of the Brotherhood of Sleeping Car Porters, issues that had stirred Harlem even before the brotherhood recently received a charter from the federation, were to have been subjects of his address.

But these subjects, it developed, proved only incidental to the important duty of fighting subversive influences which seemed to have moved from the left-wing Trade Union Educational League at Union Square right into the Abyssinian Baptist Church, where all joined in quelling it.

Prepared to Answer

The labor leader, accompanied by Edward F. McGrady, his organizer, who was kidnaped recently during the textile strike in Tennessee, stood before a baptismal tank with flowered tiles. He had read the pamphlet addressed to "All Negro Workers," and was prepared to answer its attack.

"Will William Green tell you," the pamphlet asked, "why the brotherhood's strike was betrayed at the instigation of the American Federation of Labor. Will he tell you why he and the others of the reactionary clique which controls the A. F. of L. were so reluctant in recognizing the Brotherhood.

"The Negro workers are rightly suspicious of the A. F. of L. Our memory may be short, but we well remember how the A. F. of L. betrayed the strike of the Negro laundry workers. The policy of the A. F. of L. from the time of Sam Gompers (remember his infamous defense of mob rule against the Negro workers?) has been one of open antagonism to Negro workers."

Heckler Hurls Question

Mr. Green, whose secretary was waiting to record his speech was about to answer this attack. Before he had been fully introduced by his host, A. Philip Randolph, president of the Brotherhood, a left wing heckler hurled a question at him aimed to disrupt the meeting.

Randolph continued with his introduction, explaining that Mr. Green not only had admitted the brotherhood to the A. F. of L., but also had waived a customary initiation fee of $8,000. He was a great man, said Randolph.

"Why," said Randolph, sounding a broad "a" and dropping the second syllable of Abraham, "he's the 'ahbram' Lincoln of the day."

The applause shook the church and cries of "amen" rose from the pews, a greeting interrupted by a left-winger who shouted:

"If that's so why didn't he support the srtike?"

Sympathetic Heart Beats

Mr. Green had been introduced.

"I'm here," he said, "because I understand the great heart of labor, and I know that it beats in sympathy with the colored workers."

"But there are certain mischief makers," he added, "who are trying to make trouble, and their motives are greed and dishonesty."

Certain unions of the A. F. of L., its president explained, had been hostile to Negroes. That was true, he said, but it was a condition over which he had no control. He was sorry for this, he said, and in such cases the "great American Federation of Labor" usually took the Negroes into their organization as separateu nions.

C. Alexander, Negro organizer of the Trade Union Educational League, leaned forward in his front pew. He waved a long finger at GrGreen, and shouted:

"How many unions? How many you've taken in?"

Condemns Demonstration

"It's just such exhibitions as this," Green replied, "that hinder the great

HERALD TRIBUNE, MONDAY, J

work we are trying to do. I can give you the names of plenty of unions that have a Negro membership."

Randolph banged his gavel on the pulpit while a few members of the congregation loudly suggested that Alexander be expelled from his pew. A whtispered conversation between the offender and an usher resulted in a settlement, and Mr. Green continued.

"The porters," he said, "are suffering a great injustice. We propose to get higher wages, shorter hours. The A. F. of L. has never entertained any prejudice because of race or color. You have the full support of the A. F. of L. in your"——

"Why do you fight the left wing?" shouted Harold Williams, another dusky representative of the Trade Union Educational League?"

"Throw that man out of here!" a member of the broth while Mr. Green wait ment to die down.

Another usher, a literal execut approached. W fiantly.

The labo process by

"The tip By it the benefit—t are made Company Americar about th

"There who are Don't b the Com be here

There right, br

Pullman Co. Denies Charge of Hand-Picked Delegates

Representatives Had Been Elected by Ballot, Officials Point Out

By United Press

CHICAGO—Officials of the Pullman Co. denied here that porters and maids who negotiated a new wage agreement with them were "handicapped and signed the agreement because of fear of losing their jobs" as was charged by A. Philip Randolph, President of the Brotherhood of Sleeping Car Porters.

It was pointed out that more than 92 per cent of the porters and maids in secret ballot elected the 24 delegates who represented them in the wage conference for which they had asked and that every delegate signed the agreement after two weeks' negotiations.

Phillips

929.

GREEN IS HECKLED BY NEGRO RADICALS

Wins Over Audience When He Pledges A. F. of L. Support to Pullman Porters.

BACKS THEIR PAY DEMANDS

At Harlem Meeting He Promises Separate Charters to Racial Groups Barred by Unions.

William Green, president of the American Federation of Labor, withstood the heckling of negro "left wingers" and won the enthusiasm yesterday of a negro audience of 700 who shouted down his interrupters as he pledged the full support of the Federation to the wage demands of Pullman car porters and maids at their meeting in the Abyssian Baptist Church, 132 West 138th Street.

Entering Harlem to speed the unionization work of the Brotherhood of Sleeping Car Porters and to dispel criticism of the Federation among negro workers, Mr. Green denounced racial prejudice in labor ranks and made an open bid for the increase of negro union men. Where units in the Federation banned negro membership, the Federation itself would grant charters directly to the applicants, he promised.

The presence of four negro clergymen gave additional leadership to the sleeping car employes whose assemblage was heralded as presaging the passing of the traditional George of the Pullman car, sleepless and largely dependent on tips for his salary, to make way for a more independent worker on an eight-hour day. All the speakers indicated that present wages and conditions maintained by the Pullman Company made a strike inevitable.

Heckled on Stopping of Strike.

Even before Mr. Green rose to speak his critics in the audience voiced their skepticism of his good faith. While A. Philip Randolph, general organizer of the car employes, was enthusiastically introducing him as a second Abraham Lincoln, come to relieve industrial bondage, a dissenter took exception.

"Why did Mr. Green stop the strike last year?" he demanded.

Mr. Randolph ignored the question except to say that the meeting would not be swerved from its scheduled purpose. The federation president was stirred, however, as the hecklers turned on him. He had just asserted that 100 out of 105 international unions in the federation provided for negro membership and that the federation would charter directly negro applicants refused by the remaining unions, when another interruption came.

"Say, to how many unions have you done that?" a negro asked.

"I am speaking facts," said Mr. Green heatedly, "and when you are able to challenge them I'll meet you and talk to you."

While the audience shouted approval he added: "It is such exhibitions as this which have hindered the great work we are trying to do."

When he was again interrupted with some indistinct query as to why he was fighting the "left wing" he appealed to the rest of his audience.

"I know you people will know I am speaking the truth," he said, and the applause and shouted warnings caused his hecklers to subside.

"My presence here ought to be an answer to the mischief-makers who say that the A. F. of L. is not interested in the colored man," he asserted. "In 1893 the Federation declared that the working people must unite to organize irrespective of creed, color, race or nationality. The record shows we have repeatedly reaffirmed that view. The Federation stands unalterably on the principle of no discrimination. When our movement departs from that fundamental principle it will perish."

He listed many unions constitutionally admitting negro members, and said that in other cases "we'll charter you direct and protect you with all our 3,000,000 membership."

Pledges Full Support.

Mr. Green insisted that the Federation and he personally were "immeasurably interested" in the Pullman car porters and would give them "all support possible."

"I want to see them wring from an unwilling corporation a wage commensurate with a proper standard of living," he said. "The sleeping-car porter and maid benefit very little by public generosity in tips. It is the Pullman car company which benefits by taking the public generosity into account when it fixes wages. The wage itself should be large enough to satisfy the needs of a normal life. I know the porters would rather be paid as they deserve and even destroy the tipping custom than go on as they do now. In the name of the American people I protest against the injustice accorded them."

Mr. Randolph pointed out that the porter's wage is $77.50 a month. This is $10 more than when the unionization work began in 1925. About 8,000 porters are now listed as members of the various union chapters operating under charters granted by the A. F. of L.

The hecklers, who said they were members of the Trade Union Educational League, distributed a leaflet which declared that the A. F. of L was racially prejudiced and its controlling "reactionary clique" had reluctantly recognized the Brotherhood of Sleeping-Car Porters and was organizing them inefficiently.

April 18, 1930.

Memorandum:

To: Commissioner of Labor Statistics -- Mr. Stewart

Permit me to file the following suggestions in connection with the "scope of inquiry" proposed by the Brotherhood of Sleeping Car Porters, as per attached letter referred by you to me:

Before anything is done, I suggest the attitude of the Pullman Porters Beneficial Association be ascertained, as a vital part of the survey. This Association claims a larger membership than the Brotherhood of Sleeping Car Porters, and, at all events, its membership would have such a large proportion of the facts desired, that without such facts no true survey of the porters could be made.

1. I believe "wages" should be studied only as to definite periods of time.

2. I do not believe there is any such thing as "average tips"; nor would "choice" runs be inclined to give accurate totals, because of competitive possibilities; "poor runs" might minimize or lower the actual totals. I believe "tips" should be eliminated from the survey.

3. I believe "hours of service" should also be limited to definite periods, with, of course, the "overtime" phases.

4. I believe "losses by passengers" etc., should be eliminated.

5. I believe "group insurance" and "stock" should be eliminated.

As to remaining matters, I believe your letter of January 24, 1929, should be followed.

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

October 24, 1932.

The Honorable
The President of the United States,
The White House,
Washington, D. C.

My dear Mr. President:

I have the honor to acknowledge the receipt of your letter of October 21st and enclosure, statement of Mr. Milton P. Webster concerning his conference with 25 or 30 representatives of the Brotherhood of Sleeping Car Employees and their attitude in connection with the present campaign and their efforts to advance since their organization some years ago. I have carefully noted Mr. Webster's statement, and inasmuch as considerable correspondence has passed between this Department and the Brotherhood of Sleeping Car Porters during the past four or five years, in connection with a survey which the Brotherhood proposed, I have also carefully noted our files on this subject-matter.

Let me say first, however, that the Dinner to which Mr. Webster refers was not in any sense connected with the Pullman Company, but was merely a personal courtesy tendered to me in a private manner by my friend of many years, Mr. McMenimen, who happens to be an official of the Pullman Company.

This Department has always been very much interested in the advancement of the Pullman porters, and in response to q request of the President, Mr. A. Philip Randolph, we have proposed methods by which actual wages and hours of service might be surveyed, tabulated and summarized, along with such other definite information as could be accurately compiled. It was not apparent at the time, however, just how "tips" could be accurately surveyed and averaged. We did, however, suggest a card method to be instituted by the Brotherhood itself and then turned over to the Department for tabulation and summarization. No reply was ever received to this suggestion.

It was also disclosed at the time that another porters' organization known as the Pullman Porters Beneficial Association also claimed, as did the Randolph organization, to have

on its books more than a 50 per cent membership of the Pullman porters, and that a petition filed by the Brotherhood of Sleeping Car Porters against the Pullman Company with the Interstate Commerce Commission, in which Messrs. Donald R. Richberg and Henry T. Hunt, as counsel for the Brotherhood, at a fee which was said to be a severe drain upon the funds supplied by the porters, was dismissed by the Commission as being "without jurisdiction". These matters, of course, somewhat complicated the situation in which the Department was glad to be of as much assistance as possible to the Brotherhood.

I assure you, however, that I shall be glad to do all I can to keep the question alive and to be helpful in the premises, and I shall ask Mr. Randolph and several of his associate officers of the Brotherhood to come to the Department at their earliest convenience for consultation with me and with the Acting Commissioner of Labor Statistics and other experts of the Department to see what can be done to carefully survey the wages and working conditions of the Pullman porters. In this connection, I shall ask Mr. Randolph, again, that he submit to the Department a complete roster of his membership, which is absolutely necessary in order to intelligently contact the actual workers who are members of the Brotherhood. While he has refused to submit this list in the past, it may be that he is now in position to do so, in view of Mr. Webster's desire for accuracy and efficiency in any survey which may be made. I shall also make efforts to secure the roster of the P. P. B. A., in order that the complete roster of Pullman porters may be available.

Assuring you that I shall at once take steps to meet these ends, and with great respect, I am, Sir,

Faithfully yours,

Secretary.

October 25, 1932.

Mr. A. Philip Randolph,
President, Brotherhood of Sleeping-Car Porters,
239 West 136th Street,
New York, N. Y.

My dear Mr. Randolph:

Referring to previous correspondence between you and various officials of this Department in connection with your request that a survey be made of the working conditions and wages with regard to Pullman porters, as represented by your organization:

The Secretary of Labor has instructed me to say to you that he and several of his staff, including the Acting Commissioner of Labor Statistics, would be glad to have you and several of your associates come to the Department at some time in the very near future for the purpose of discussing this subject-matter in detail, to the end that the Department may be as helpful as it possibly can in connection with the request of the Brotherhood.

I would be glad, therefore, to have you advise with me, in order that this conference may be arranged as soon as possible. In this connection, however, the Secretary will be away from the office for the next four or five days; but by beginning correspondence at this time, I am sure we can fix a date which will be agreeable to all parties concerned.

Awaiting your response, and with kind personal regards, I am

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

[illegible]

[illegible]

[illegible]

November 15, 1952

Mr. [illegible] Phillips
Commissioner of Conciliation
Department of Labor
[illegible], D. C.

Dear Mr. Phillips:

[illegible]

[illegible]

[illegible]

1628 "S" St., N. W.,
Washington, D. C.,

Personal

April 19, 1933.

Hon. Oscar De Priest, M. C.,
House Office Building,
Washington, D. C.

Dear Congressman:

I am pleased, on my return to office, to take up your letter of April 14th, enclosing letter from Mr. Ashley L. Totten, National Secretary-Treasurer of the Brotherhood of Sleeping-Car Porters, with particular reference to the so-called Adamson Eight-Hour Law.

Mr. Totten is correct in his designation of the Adamson Eight-Hour Act -- Public No. 252 - 64th Congress, (H. R. 17700 -- "An Act to establish an eight-hour day for employees of carriers engaged in interstate and foreign commerce, and for other purposes".

However, in considering this Act, and, in fact, in considering the whole Act to Regulate Commerce, one is forced never to forget what an "employee" is interpreted to be, under the Act to Regulate Commerce, and all amendments thereto. This is the crux of any effort which the Pullman porters may ever hope to make.

Here is the interpretation: "The term 'employees' as used in this Act (Hours of Service Act, etc.) shall be held to mean persons actually engaged in or connected with the movement of any train." This was one of the points by reason of which the Interstate Commerce Commission in Docket No. 20007, Sept. 7, 1927, entitled "Brotherhood of Sleeping-Car Porters, plaintiff, against The Pullman Company, defendant," dismissed said complaint for LACK OF JURISDICTION.

The whole situation is indeed a difficult and discouraging one. Here is an employee (porter) who is rendering an auxiliary service -- I might say -- in connection with the transportation service which the carrier is rendering to the passenger service, but said porter's service, apparently, has nothing to do with the movement. He merely caters to the comforts of the passenger. Technically, he is merely a "hotel porter" but his hotel is on wheels which are transporting passengers in interstate commerce from point to point. He is producing no commodity -- he is merely laboring (skillfully) -- but labor

is not a commodity (according to U. S. Supreme Court decisions). I mention this "commodity" phase of the situation, for the reason that the Black bill seeks to deal with "commodities" moving in interstate commerce.

The Pullman porter is really in a desperate position, and probably will so remain, I regret to say; for the simple reason that, as soon as amendments might be made, hours limited, mileage lessened, labor dignified, -- well, you know what will happen, namely, he will be replaced by whites. That is an old old story which you know far better than do I.

I question, therefore, the wisdom of following Mr. Totten's suggestion to endeavor to have the Black Bill amended so as to make specification of Pullman porters. You, however, know better than I concerning that proposal.

If, however, a real showdown is desired by the Porters, regardless of present economic conditions, I would suggest that you boldly introduce an amendment to the Act to Regulate Commerce, or even to the so-called Watson-Parker Act -- to the effect that "hereafter the term employee, when used in connection with interstate transportation by rail or by rail-and-water, shall also include, not only those employees who are actually engaged in or connected with the movement of any train, but those who render any service to any persons or properties which are actually being moved by train, under a ticket, tariff, or lading consummating interstate commerce."

It might also interest you to know that the American Federation of Labor has said concerning the Brotherhood of Pullman Porters -- "It is not strong enough to function nationally."

I mention this to show what might, possibly, be of assistance in attempting to get through such an amendment as I have proposed, namely, if the Brotherhood could be made stronger, or if it could secure a better contact and relationship with the Brotherhood of Locomotive Firemen and Enginemen, or the Brotherhood of Locomotive Engineers, it might be that those organizations could be induced to assist in having the term "employee" broadened, as suggested above, and thus, become blanketed with the big brotherhood's efforts to spread employment through the shortening of mileage or work periods.

This is the very best thought I can give you in this matter. I hope it may be helpful to you and, particularly, to the Brotherhood, whose officials have studiously avoided me, ever, despite the fact that I am the only Negro in America who served nine years with the Interstate Commerce Commission, and studied in practice and theory the scope and applicability of the Act to Regulate Commerce to all types of questions arising under the

Act to Regulate Commerce.

With every good wish and with good hopes for the porters, I am

Sincerely,

Karl F. Phillips,
Attorney-at-Law.

P. S. Richberg and Hunt, I am informed, were paid $5,000 by Randolph's organization for what I would have told them for nothing in a quiet half-hour here at my office.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

Copy

May 5, 1933.

Mr. A. Philip Randolph,
National President, Brotherhood of Sleeping-Car Porters,
239 West 136th St.,
New York, N. Y.

Dear Sir:

This will acknowledge receipt of your letter of April 29th with further reference to previous correspondence with Mr. Totten and yourself concerning the proposed inquiry as to working conditions and wages of Pullman porters.

Since the receipt of your letter, the matter has again been taken up with Mr. Baldwin, Acting Commissioner of Labor Statistics, who will be glad to confer with you at any time convenient to you, and, if possible, work out a plan of procedure along the lines proposed by Commissioner Stewart.

Copy of Senator Dill's Address is acknowledged, with thanks.

Yours very truly,

CEB-CLT

May 17, 1933.

Mr. A. Philip Randolph, Natl. Pres.,
Brotherhood of Sleeping Car Porters,
239 West 136th Street,
New York, N. Y.

My dear Mr. Randolph:

I am in receipt of your letter of May 16, 1933, written in response to the letter received by you from the Secretary of Labor relative to your desire that the Bureau of Labor Statistics should make a study of the income of Pullman porters, and in which you suggest that I come to New York and take up the matter with you.

I have been familiar with the correspondence between yourself and Mr. Ethelbert Stewart regarding this proposed survey, and I am in accord with the position that he took in connection with the study, and would be willing to undertake it along the lines proposed by him. Therefore, if and when you are in a position to meet the conditions outlined in Mr. Stewart's letter to you of January 24, 1929, a copy of which I am sending to you herewith, I will be glad to meet you here in Washington and work out the details necessary to handle the matter.

Very truly yours,

Chas. E. Baldwin,
Acting Commissioner of Labor Statistics.

Warfield, William A.

warfield - W

July 19, 1926.

Personal

Dr. William A. Warfield,
Surgeon-in-Chief, Freedmen's Hospital,
Washington, D. C.

Dear Dr. Warfield:

Understanding that there is the possible need of a competent stenographer and typist in the Freedmen's Hospital organization, I am taking the liberty of introducing to you Miss Alleyne L. McGavock, of Tennessee. Miss McGavock is on the U. S. Civil Service roster as a stenographer-typist, and is immediately available for certification.

This office has been persistently endeavoring to find a possible opening for Miss McGavock; and I shall deem it a great favor if you will give her formal application your best and kind consideration. In addition to her Civil-Service status, I desire personally to attest to Miss McGavock's character and efficiency.

Thanking you, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

Ward, Col. Joseph H.

December 15, 1927.

Col. Joseph H. Ward,
Director, U. S. Veterans' Hospital No. 91,
Tuskegee Institute, Ala.

My dear Colonel Ward:

Commissioner of Conciliation Harry B. Dynes, of Indianapolis, who is a staunch friend of Postmaster-General New, and who has performed some splendid work, both officially and otherwise, in the interests of many of our Indiana friends, spoke to me yesterday concerning a disabled veteran, Robert Johnson Churchill, who is at present under your jurisdiction at Tuskegee. Mr. Dynes states that this veteran, whose official number is C-622,187, has long since merited his interest and the interest of other fair-minded "Hoosiers" who are anxious to do all they can for Churchill. In fact, Mr. Dynes is very anxious to aid in securing the proper amount of compensation for Churchill, who, he says, is declining rapidly and is justifiably in need of funds, friendship and aid.

I told Mr. Dynes that I had the honor of an acquaintanceship with you and that I felt you would be interested in the case of Churchill, particularly since he is from your State and seems to have made a good record, creditable to his group. Commissioner Dynes would appreciate it if there is any favor, however small, that you may be able to do for Churchill; and he and I would be grateful if you would kindly look personally into Churchill's merits for compensation; assist him in procuring and executing any necessary papers; and doing anything else which in your judgment may be fitting and proper.

I shall probably join Mr. Dynes at brief intervals in Indiana this coming year for work of a general nature and we shall be glad to have you call upon us for anything which may need attention.

Thanking you, I am

Cordially yours,

Karl F. Phillips,
Commissioner of Conciliation.

UNITED STATES VETERANS HOSPITAL
TUSKEGEE, ALA.

December 29, 1927

Mr. Carl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D.C.

My Dear Mr. Phillips:

Acknowledgement is made of your letter of December 15,th, relative to Mr. Robert Johnson Churchill, a disabled ex-service man, and a patient in this hospital.

On receipt of your letter I contacted Mr. Churchill and find him to be very interesting. He is intelligent and shows a little mental disturbances. I called the Chief of the Neuro-Psychiatric Service over and had a personal conversation with a view of assisting Mr. Churchill in every way possible, which is in the process of completion at this time.

I note with interest your statement of our friend Mr. Dynes of Indianapolis regarding this ex-service man, and also the probability of your joining Mr. Dynes at intervals in Indiana this year. I hope the trips will be successful.

I was pleases to hear from you and assure you that any matter you desire handled in this hospital, you have only to drop me a line.

With greetings of the season, I am

Very truly yours,

L. L. Ward,
Medical Officer in Charge.

January 11, 1928.

Colonel Joseph H. Ward,
Medical Officer in Charge,
United States Veterans' Hospital, No. 91,
Tuskegee, Ala.

My dear Colonel Ward:

This belated letter of thanks for your kind communication of December 29th has been delayed because of illness.

I forwarded a copy of your statement concerning Mr. Robert Johnson Churchill to Commissioner Harry Dynes, of Indianapolis; and he and I want you to know that we are very grateful for your interest in the case willingness to help Mr. Churchill in every possible way.

We shall appreciate it ever so much if you will continue to follow the matter up; and if there is any way in which we can help out from Indiana or Washington, we shall be glad if you will let me know, so that we can take the proper steps.

Your Mr. Burke was in the office a day or two ago and gave me an interesting description of the good work which you are directing at Tuskegee.

With sincere appreciation, I am

Yours respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

Wolcott, Chas. D.

A Negro Renaissance

The dinner given a few nights ago in honor of the prize winners in the literary contest conducted by the Negro magazine "Opportunity" was only a somewhat more conclusive indication of a phenomenon of which there have been many symptoms—of the fact that the American Negro is finding his artistic voice and that we are on the edge, if not already in the midst, of what might not improperly be called a Negro renaissance.

Negro actors appear in serious dramas, like "The Emperor Jones" and "All God's Chillun Got Wings." A Negro tenor, singing with equal ease, apparently, in his native "spirituals," or the most polished French, gathers a white audience that packs Carnegie Hall from pit to dome. Greenwich Village is quite demodé by the Negro cabarets of Harlem, and the average New Yorker (if there is such a bird!) suddenly discovers that in that part of his town a new Negro city, with theaters and restaurants, doctors, lawyers, merchants, priests, has sprung up, so to say, over night. "The Survey Graphic," a magazine devoted to the consideration of significant social phenomena, gives a whole issue to this new Negro metropolis, described as the Mecca of the "new Negro." People read poems in white magazines by one Countée Cullen and little dreams that the writer—who decidedly seems to "have it in him"—is a Negro undergraduate in a New York university.

The significant thing in all this, at any rate in that part of it represented by the dinner of the other night, is not that people with more or less Negro blood can write—Dumas was the grandson of a Negro—but that these American Negroes are expressing for the most part essentially Negro feelings and standing squarely on their racial inheritance. The prize winning poem— the judges of the contest were well known critics and professors of English—was called "The Weary Blues." The crash in the prize play was between an "old" Negro, quite willing to be subservient to the white owner of his little farm, even to sacrificing his daughter, and the new generation represented by the educated daughter and her Negro school-teacher lover. Some of the titles of stories submitted were "The Voodoo's Revenge," "A Soul Goes West on the B. and O.," "Color Struck," "Black Death," "A Florida Sunday," "The Boll Weevil Starts North," "Cat and the Saxophone."

These young people—and youth was another striking thing about this gathering—were not trying to imitate the white man nor repeating the professional white story-teller's dreary stencils of the "darkey." They were expressing their own feelings, frankly and unabashed, even if it took them back to the jungle When rain threshes on the roofs of their Harlem flats they do not try to imagine what Wordsworth might have said about it. They stuff their fingers in their ears to shut out the sudden maddening memory of the sound of rain on banana leaves, of dances in the moonlight, and the tom-toms throbbing through the breathless tropic night!

A novel sight, that dinner—white critics, whom "everybody" knows, Negro writers, whom "nobody" knew—meeting on common ground. The movement behind it doubtless means something to the race problem in general; certainly it means something to American literature. The African, with his love of color, warmth, rhythm and the whole sensuous life, might, if emotionally liberated, do interesting things to a "Nordic" stock, so bustling and busy, so preoccupied with "doing things" in the external world, as almost to forget, sometimes, that it has any senses. And it would be one of fate's quaint but by no means impossible revenges if the Negro's real contribution to American life should be in the field of art.

Editorial—New York Herald Tribune
Thursday, May 7, 1925

Prize Contests Advance and Retire

There was less than the usual storm about the Pulitzer Prizes this season. More people, in fact, seemed satisfied by the rewards. "Opportunity's" contest culminated triumphantly at a dinner. At the One Hundred and Thirty-Fifth Street library the night before I had met Jean Toomer, the Negro author of "Cane", and had introduced him to an audience composed of both races. His talk was excellent, if a trifle too highbrow for me. The audience enjoyed it and discussed questions of spirit and mind with verve. There, too, I met young Harry Liscombe, whose "The Prince of Washington Square" caused such a ripple of amusement in spring literature. He is a jovial young man who takes his work with becoming seriousness. He is employed in the Custom House and is writing a sequel to his first story. Having denied his existence vigorously to both his public and his publishers, I found it difficult to deny him to himself in the face of a jolly grin and a perfectly definite body. As one of the judges in the poetry section of this contest for Negro writers held by "Opportunity", I may say that in no contest have I ever met with so many good poems — not even in that held for American undergraduates by Southern Methodist University. That university, under the guidance of Professor Jay B. Hubbell, offers two prizes each year for poetry: one national, and one for Texas. This season both were awarded to Isaac W. Wade, a senior in the home college. His sonnet sequence, "Blue Norther", is an extraordinary one. The second and third prizes in the national contest went to George H. Dillon of Chicago University, and the already famous Roberta T. Swartz of Mt. Holyoke. The Georgia poetry prize was awarded by the enterprising Poetry Society of Georgia to Mrs. Kate H. Strong; it was donated by Mrs. Craig Barrow, herself a poet.

—John Farrar in "The Bookman"
July, 1925

L. HOLLINGSWORTH WOOD
Chairman

EUGENE KINCKLE JONES
Executive Secretary

OPPORTUNITY

PUBLISHED BY
The Department of Research and Investigations
NATIONAL URBAN LEAGUE
127 EAST 23rd STREET, NEW YORK CITY

WILLIAM H. BALDWIN
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A. S. FRISSELL
Treasurer

CHARLES S. JOHNSON, Editor

Telephone: Gramercy 3978

October 5, 1925.

Mr. Karl Philips,
Commissioner of Conciliation,
U. S. Department of Labor,
Washington, D. C.

Dear Mr. Philips:

Knowing of your interest in the problem of the Virgin Islands of the United States, I am taking the liberty of calling your attention to an article which appears in the October number of "OPPORTUNITY" entitled "The Virgin Islands" by Mr. Casper Holstein. A copy of this number of "OPPORTUNITY" is going forward to you under separate cover.

Any expression which you may care to make on any of the points raised by Mr. Holstein will be cordially welcomed by the magazine.

Very truly yours,

Eric Walrond

Eric Walrond,
Business Manager.

Enc:

October 15, 1925.

Mr. Eric D. Walrond,
Business Manager, "Opportunity,"
127 East 23rd Street,
New York, N. Y.

Dear Mr. Walrond:

Please accept my sincere thanks for the copy of October "Opportunity" which you sent to me, together with reference to Mr. Holstein's article on "The Virgin Islands." I was in New York yesterday and spent a pleasant hour with Mr. Holstein discussing the Virgin Islands and other matters of official and general interest.

With kind wishes for yourself and cordial regards to Editor Johnson, I am

Yours sincerely,

Karl F. Phillips,
Commissioner of Conciliation.

L. HOLLINGSWORTH WOOD
Chairman
EUGENE KINCKLE JONES
Executive Secretary

CHARLES S. JOHNSON, Editor

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WILLIAM H. BALDWIN
Secretary
A. S. FRISSELL
Treasurer

October 28, 1925.

Mr. James J. Davis,
Secretary of Labor,
Office of the Secretary,
Washington, D. C.

My dear Mr. Davis:

I wish to express to you my utmost thanks for the copy, which came today, of the Report of the Federal Commission appointed by you to Investigate Industrial and Economic Conditions in the Virgin Islands. With the exception of Zabriske's immortal work and the recent highly scientific "Geographical Dictionary of the Virgin Islands" published by the Department of Commerce, I know of no report which is as complete and as valuable as the one prepared by your Commission.

As we on "OPPORTUNITY" have an abiding interest in the cause of the Virgin Islands, I shall take pleasure in placing this report among our documents on the subject.

Yours very truly,

Eric Walrond

Eric Walrond,
Business Manager.

Noted
K.P
For Thesis

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August 4, 1924

Mr. Karl Philipps
Commissioner of Conciliation
Office of Secretary
Washington, D. C.

My dear Karl:

Will you kindly send me two copies of the report made by the committee which recently visited the Virgin Islands. Hope everything is going well with you.

Fraternally yours,

Forrester B Washington

Executive Secretary

FBW/HEW

August 5, 1924.

Mr. Forrester B. Washington,
Executive Secretary, Armstrong Association, Inc.,
1434 Lombard Street,
Philadelphia, Pa.

My dear Forrester:

The "Report of the Federal Commission to the Virgin Islands" will come off the press, for immediate distribution, on August 10th; and I shall be pleased to send you two copies at that time. In the meantime, the enclosed release will give you an outline idea of what the report contains.

I am placing your name upon our permanent mailing list, as I shall be anxious to have your comments upon the things we are trying to accomplish.

Looking forward to seeing you in the near future, either here or in Philadelphia, I am

Your friend,

Karl F. Phillips,
Commissioner of Conciliation.

p
p

January 20, 1925.

Mr. Forrester B. Washington,
Executive Secretary, Armstrong Association, Inc.,
1434 Lombard Street,
Philadelphia, Pa.

My dear Forrester:

The enclosed memorandum relates to a young man whom I met in Cleveland. If in your travels you should chance to find some employers who may be seeking such a "phenom" as Scruggs, kindly advise me, or write him direct at 310 Blackstone Building, Cleveland, Ohio.

What do you know? Let me have your "home" schedule, so that I may be sure of catching you in Philadelphia, should I be up that way within the next few weeks. Charlie Hall told me to say "hello" to you for him.

With kindest wishes, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

INCORPORATED 1918

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Armstrong Association of Philadelphia

AFFILIATED WITH NATIONAL URBAN LEAGUE

1434 LOMBARD STREET
PHILADELPHIA, PA.

EXECUTIVE SECRETARY
FORRESTER B. WASHINGTON

TELEPHONE OREGON 1917

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JOHN L. WITTEN, D. D.

Jan. 24th, 1925.

Mr. Karl F. Phillips
Commissioner of Conciliation
Office of the Secretary
Department of Labor
Washington, D. C.

My dear Karl:

Just received your letter enclosing memorandum relating to a Mr. Baxter S. Scruggs, of Cleveland, Ohio. He certainly is a good publicity agent for himself. I am writing him stating that because of your interest in him, I will notify him of the first desirable opening I come across.

I do not expect to be out of Philadelphia any time within the next few weeks, except possibly on February 5th, when I may go to the annual meeting of the Urban League in New York. I shall certainly be glad to see you any time you come to Philadelphia. I have a lot of ideas on handling of this Negro Welfare program in the North that I believe are practical and new. Of course a great many of that bunch that were with us in Cleveland are so fossilized and hackneyed in their approach that they believe that these ideas of mine are erratic, visionary and impractical. I would like to have you know, however, of how we are launching some of these ideas in Philadelphia and how they are working out. Then I just want to see you because you are a good fellow.

Give my regards to Charlie Hall. Tell him I will be glad to see him any time he drops into Philadelphia.

Hoping to see you soon, old top, I am, as ever,

Yours truly,

Forrester B Washington

FBW/MRL

Executive Secretary

February 12, 1925.

Mr. Forrester B. Washington,
Executive Secretary, Armstrong Association,
1434 Lombard Street,
Philadelphia, Pa.

My dear Forrester:

I may be in Philadelphia for a few hours, either Sunday afternoon or Monday morning, at which time I should like to have a little chat with you about your own work and the general situation in Detroit and other Michigan cities. Where can I reach you when you are not at 1434 Lombard?

Sincerely,

Karl F. Phillips,
Commissioner of Conciliation.

F.B. Washington

PENNSYLVANIA STATE INDUSTRIAL SURVEY COMPLETED.

~~PHILADELPHIA~~.

Under the supervision of Forrester B. Washington Executive Secretary of the Armstrong Association of Philadelphia, and restaurateur A survey of the Negro population of the State of Pennsylvania has just been completed for the State Department of Welfare. This survey was undertaken to determine not only the Industrial contribution Negroes are making, but to indicate to what extent Negroes are factors in the general community life of the State, and how their conditions could be improved. Matters of housing, health, industry, education, property ownership, + assimilation, were studied and tabulated. Following the completion of the survey meetings are being held in all the principal cities of the State for the purpose of presenting a digest of the survey, findings, and recommendations. A large meeting was held in Pittsburgh on the evening of March 20th. at which the Mayor of that city presided. Following these meetings the report will be published by the State. Survey Committees made up of representatives white and colored citizens were organized in 91 communities to assist in gathering data. Many of these Committees are unwilling to go out of existence now that the survey is over, but are forming themselves into permanent Negro Welfare Organizations. This survey will prove of especial value as a guide to the employment and distribution of Negro labor in Pennsylvania.

Beginning November 1923, and continuing through July 1924, a special survey of the Pennsylvania Railroad system was made for the purpose of improving the employment and welfare conditions of ~~the~~ more than 10,000 Negro employees and also to prepare for the increased employment of Negroes by that company. So important was this survey to the Pennsylvania system that the recommendations will be used as a basis for the entire service. The survey was under the joint supervision of Forrester B. Washington and Monroe N. Work. Visits were made to every important city and town in the 13 States covered by this great system in securing data for the survey.

Although there was a great amount of unemployment during the past year 51 of the most important industries in Philadelphia and vicinity reported to the Armstrong Association, of which Mr. Forrester B. Washington, is Executive Secretary, an increase in the number of Negroes employed in the skilled and semi-skilled departments of these industries. Industrial depression affected both white and colored workers alike. Industrial improvement is now in sight and the surplus Negro labor will soon be fully employed.

Study Migration

A study of migration conducted by the Armstrong Association shows that the Negroes coming to Philadelphia during the past three years are of a higher type than those of a former period and have done much toward stimulating home buying among the Negro Population generally.

9320

Sm.28

Among the newer industrial occupations being opened by the Armstrong Association of Philadelphia, of which Forrester B. Washington is Executive Secretary, is the starting of a class for young colored women as dental assistants. This project is an effort to provide remunerative employment for those colored girls who have not finished high school and who on the other hand, are fit for something better than domestic work. They are being taught to make appointments, wait on the dentist at the chair, sterilize instruments, clean ray plate, make cement, in-lays, and the like. The most prominant dentists in the aristocratic and business sections of Philadelphia are being canvassed for the employment of these girls. Dr. Baker of Germantown is in charge of the classes. In order to meet the demand of the garment industry for trained colored garment workers a class in power machine operation has also been started.

As a result of the campaign of the Armstrong Association of Philadelphia, to reduce adult illiteracy, 61 colored men and women from one ward have entered the evening classes in one of the public schools. This campaign is now being extended to several other wards with gratifying results. The Chief of police of the City was so pleased with the activities of Charles Belgrove a colored policeman in this educational campaign, that he promoted ~~him~~ the officer to the ~~office~~ position of special investigator.

Form 1204

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT

45W BI 18

PHILADELPHIA PENN 1053A MAR 23 1925

CARL PHILLIPS 36

OFFICE OF SECY DEPT OF LABOR WASHINGTON DC

I AM SENDING SOME MATERIAL THROUGH TO YOU IN THE NEXT TWENTY FOUR HOURS CAN YOU USE IT

FORRESTER B WASHINGTON

1109A

Replied

March 27, 1925.

Mr. Forrester B. Washington,
Executive Secretary, Armstrong Association,
1434 Lombard Street,
Philadelphia, Pa.

My dear Forrester:

I am very grateful for the material kindly furnished by you concerning the Pennsylvania survey. The Department has used the same in an official way, giving you full credit for the same. In a day or two I shall send you sample proofs of copy.

Kindly give me your "home" schedule as I shall be passing through Philadelphia some time soon on an official trip to Atlantic City or New York.

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

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MRS. CHESTER A. OSLER

March 30th, 1925.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Office of the Secretary,
Department of Labor,
Washington, D. C.

My dear Karl:

I have just arrived in Philadelphia from Cincinnati, where I spoke on Industry and was also chairman of the Housing and Race Relations Division. Haynes put over a very interesting and successful conference. I only wish that you had been there.

I shall be in Philadelphia every day now until Friday, April 17th, when I shall be in Williamsport for a few days.

Sincerely yours,

Forrester B Washington.

Executive Secretary.

FBW/MAS

Noted
K.P
3/31/25

April 30, 1925.

Hon. William M. Steuart,
Director of the Census,
Washington, D. C.

My dear Sir:

Will you be kind enough to forward to --

Mr. Forrester B. Washington,
Executive Secretary, Armstrong Association,
1434 Lombard Street,
Philadelphia, Pa.,

the full sets of volumes comprising the four groups, i. e., Population, Agriculture, Manufactures and Mining, covered in the reports of the Fourteenth Census.

Thanking you, I am

Yours respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

p
p

April 30, 1925.

Mr. Forrester B. Washington,
Executive Secretary, Armstrong Association,
1434 Lombard Street,
Philadelphia, Pa.

My dear Forrester:

Yours of April 28th:

I am taking up your request with the U. S. Census Bureau, asking that complete volumes be sent to you at once. If you do not receive them within six days, kindly write me and I shall send through a tracer.

Regards.

Sincerely, your friend,

Karl F. Phillips,
Commissioner of Conciliation.

p
p

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May 6th, 1925.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Office of the Secretary,
Department of Labor,
Washington, D. C.

My dear Karl:

Thank you very much for your prompt attention to my request concerning United States Census material.

Unfortunately, all the Census Bureau sent me was the enclosed circular, which I suppose is self-explanatory. You do not suppose, by any chance, that there is existing somewhere in the Department of Labor some volumes of the census that may be soiled, or worn, or damaged, which you could send to us. We particularly desire the very volumes that are indicated here as "Sales Stock Exhausted", as well as the others I have checked with the words Armstrong Association. Will you kindly return the enclosure?

Fraternally yours,
Forrester B. Washington
Executive Secretary.

FBW/MAS
Encl.

P.S. Possibly the Department of Labor would make some exception in the case of the Armstrong Association, because it is a charitable organization and send us some of these volumes free.

Sent "Composition and characteristics of Population, U.S." 5/28/25

The editions of the following Fourteenth Census reports, assigned the Bureau of the Census for gratuitous distribution, are completely exhausted. Copies of some of them may be purchased, however, from the Superintendent of Documents, Government Printing Office, Washington, D.C., for the prices indicated:

POPULATION:

Armstrong Ass. Volume I.-Number and Distribution of Inhabitants $1.75
" " Volume II.-General Report and Analytical Tables 2.50
" " *Volume III.-Composition and Characteristics of the Population, by States
" " Volume IV.-Occupations....$2.25

AGRICULTURE:

Armstrong Co. Volume V.-General Report and Analytical Tables....$2.00
*Volume VI.-Reports for States, with Statistics for Counties.
*Volume VII.-Irrigation and Drainage - General Report and Analytical Tables, and Reports for States, with Statistics for Counties... ~~$1.50~~

MANUFACTURES:

Volume VIII.-General Report and Analytical Tables....$1.50
*Volume IX.-Reports for States, with Statistics for Principal Cities
Volume X.-Reports for Selected Industries....$2.50

MINING:

Volume XI.-Mines and Quarries - General Report and Analytical Tables, and Reports for States and Selected Industries....$1.25

ABSTRACT OF THE FOURTEENTH CENSUS ... $1.50

*Sales stock exhausted, and reprints not at present contemplated.

April 30, 1925.

Memorandum:

To: The Commissioner of Labor Statistics

Will you be kind enough to place upon your mailing list, for regular monthly receipt of the "Labor Review," the name of --

Mr. Forrester B. Washington,
Executive Secretary, Armstrong Association,
1434 Lombard Street,
Philadelphia, Pa.

Respectfully,

Karl F. Phillips,
Commissioner of Labor Statistics.

May 25, 1925.

Mr. Forrester B. Washington,
Executive Secretary, Armstrong Association,
1434 Lombard Street,
Philadelphia, Pa.

My dear Forrester:

I am still striving to procure you the census publications which you desire. Hope I may have success within the very near future. Will advise you later.

Sincerely, your friend,

Karl F. Phillips,
Commissioner of Conciliation.

P. S. The Mexican conference was a national success.

June 1, 1925.

Memorandum:

To: The Secretary

Through: The Director Of Conciliation

Through the coöperation, with this office, of Mr. Forrester B. Washington, Executive Secretary of the Armstrong Association, a Negro welfare organization of Philadelphia, Pa., there are now available to this Department for coöperative assistance, advice, and the moulding of public opinion with regard to alien labor problems, etc., 1,500 persons comprising 91 interracial committees in various thickly-populated districts in the State of Pennsylvania.

Respectfully,

Karl F. Phillips

Karl F. Phillips,
Commissioner of Conciliation.

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July 17th, 1925.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Office of the Secretary,
Department of Labor,
Washington, D. C.

My dear Karl:

May I retain your alien labor information a little while longer? I have just returned from a month's trip to the West and I am just getting around to use it.

Fraternally yours,

Forrester B Washington

FBW/MAS Executive Secretary.

July 20, 1925.

Mr. Forrester B. Washington,
Executive Secretary, Armstrong Association,
1434 Lombard Street,
Philadelphia, Pa.

My dear Forrester:

The alien labor notes were for your permanent retention; and may be freely used within the scope indicated in my letter of transmittal.

I am envious over the fine trip you had in the West and trust you were much benefitted thereby. When you write to John Dancy, kindly tender him my regards.

Shall I list you as one of the committee which will soon sit in confidential session, first by themselves, and then with the Secretary of Labor, for the purpose of considering matters of vital importance to the Virgin Islands? Kindly advise me.

Sincerely,

Karl F. Phillips,
Commissioner of Conciliation.

p
p

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September 15th, 1925.

Mr. Karl Phillips,
Commissioner of Conciliation,
Office of the Secretary,
Department of Labor,
Washington, D. C.

My dear Karl:--

You might be interested to know that there is an article by me in this month's issue of The Annals of the American Academy of Political and Social Science. The title of my article is "What Professional Training Means to the Social Worker", The article does not touch upon the colored brother.

Hoping you had a pleasant summer and some rest and warning you of the fact that beginning with this month, I will probably deluge you regularly with propaganda, I am

Very sincerely yours,

Forrester B Washington

FBW/LAS.

Executive Secretary.

September 19, 1925.

Mr. Forester B. Washington,
Executive Secretary, Armstrong Ass'n,
1434 Lombard Street,
Philadelphia, Pa.

My dear Forrester:

Yours of the 15th.

I certainly enjoyed reading your "What Professional Training Means to the Social Worker," and must congratulate you upon your splendid handling of a topic which you are admirably fitted to discuss. Though you do not need it, I have been "boosting" you in New York, Ohio and Kentucky. By the way, the Virgin Islands matter is beginning to take form, and I am counting upon your "sitting in" upon all future conferences.

With equal pleasure, I enjoyed your contribution to "Opportunity" which was teaming with the logical presentation of honest-to-goodness worth. Go to it, Old Timer; I am rejoicing in your advancement.

Am facing a long western trip soon, and am addressing the North Carolina Negro Bar some time in October. Meanwhile, however, I shall see you soon in Philadelphia, and we will shape up final matters for November and for the Virgin Islands.

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

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JACOB BILLIKOPF

January 12th, 1926.

Mr. Karl F. Phillips
Commissioner of Conciliation
Office of the Secretary
Department of Labor
Washington, D. C.

My dear Karl:

Of course you know that I would do any favor for you that is humanly possible. As for granting an interview and the like, to a lady, that wouldn't be doing you a favor but rather you would be doing me a favor. I shall be glad to do anything that will help Mrs. Johnson. She can put in as much time as she wants in our office, a day or days. It might help her to read over the manuscript of my Pennsylvania report before she goes to some of the various towns.

I have my annual meeting on Friday the 15th, and I would suggest that any time after Friday would be suitable to me.

Nahum Brascher of the Associated Negro Press has been in and out of the office a great deal lately. I received a telegram from him this morning which indicated that he is now in Washington.

May I wish for you a happy and prosperous 1926.

Very truly yours,

Forrester B. Washington

FBW/MRL

Executive Secretary

Noted
K.P.

IRPORATED 1918

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328 CHESTNUT STREET

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CLARENCE R. WHYTE

March 29, 1921.

Mr. Earl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D. C.

My dear Earl:

Enclosed please find copy of the Vocational Guidance Magazine for November which contains an article by Manly.

Since I haven't written anything for such a publication recently, it must be Manly's article you have in mind.

Best regards.

Fraternally,

Forrester B Washington

Executive Secretary.

FBW:MC
Enc.

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CLARENCE R. WHYTE

May 20, 1926.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Office of the Secretary,
Department of Labor,
Washington, D. C.

My dear Karl:

Enclosed please find a telegram that came to this office several days ago. I have held it here thinking that you were probably coming this way, but since you have not arrived, I am assuming that you perhaps intended to come but changed your plans.

How is everything?

Sincerely yours,

Forrester B Washington

Executive Secretary.

FBW/MAS
Enc.

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TELEPHONE: OREGON 1917

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March 28, 1927.

Mr. Karl F. Phillips, Conciliator,
Office of the Secretary,
Department of Labor,
Washington, D. C.

My dear Karl:

We find ourselves very much hampered in the extension of our industrial work by the fact that to send out literature to any large group of employers in Pennsylvania involves a tremendous expenditure of postage. For instance, we would like to send out a monthly bulletin to approximately 9000 employers stating the qualifications of Negroes whom we have registered with us. However, it would cost $180 to make just this one mailing, much less making a regular monthly mailing twelve times per year. In addition, there are many times when we would like to canvass a number of employers, but are prevented from doing so by reason of lack of funds for postage. We have a limited allowance in our budget each year for postage, and it is never enough to let us effectively propagandize employers and the public.

I am writing to ask if it is possible for you to obtain for the Armstrong Association the Franking privilege. I am of the impression that this could be arranged by making the Armstrong Association's employment department a branch of the United States Employment Service, and making me a one dollar per year man. Of course, we would guarantee to use this Franking privilege for matters which concern industry only. I would certainly appreciate it if you will do what you can for me along this line.

Very sincerely yours,

Forrester B Washington

FBW/MAS

Executive Secretary.

P.S. I would appreciate it if you would speak to Mr. Forster.

Secretary file

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

March 29, 1927.

Memorandum:

To: The Secretary Through Mr. Kerwin

The attached letter from the Armstrong Association, dated March 28th, 1927, seeks the franking privilege in the State of Pennsylvania for the purpose of mailing out statements of the qualifications of registered workers who are seeking employment, and for whom, among employers, there may be need.

The Armstrong Association is a "sister" organization of the National Urban League, to whose representatives the franking privilege has, in certain cases, been promised by the Department, through the Director-General of Employment.

The Armstrong Association is one of Pennsylvania's foremost welfare organizations. It has been in frequent and helpful cooperation with this office; and at one time voluntarily tendered its list of 1,500 committeemen for the purposes of helpful contacts.

Please permit me to make the special plea that the privilege may be granted, as requested by Mr. Washington, Executive Secretary.

Respectfully,

Karl F. Phillips

Karl F. Phillips,
Commissioner of Conciliation.

Washington. 7B

March 29, 1927.

Mr. Forrester B. Washington,
Executive Secretary, Armstrong Association of Phila.,
1434 Lombard Street,
Philadelphia, Pa.

My dear Forrester:

I am taking up your request of March 28th in the routine of departmental procedure, with a special plea in your behalf averring reasons why your office should be granted the franking privilege. I cannot say, in advance, just what action the Department will take, inasmuch as there has been a tremendous curtailing of payroll names during the past year, in keeping with a program of strict economy. You may be sure, however, that I shall urge your appointment, together with the franking privilege.

I shall advise you later of the action taken.

With kindest regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

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CLARENCE R. WHYTE

March 30, 1927.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Office of the Secretary,
Washington, D. C.

My dear Karl:

Thank you for your prompt action on my request of March 28th, in regard to the franking privilege.

You mention one possible difficulty, namely, that there has been a tremendous curtailing of payroll names during the past year, in keeping with a program of strict economy. I only suggested making me a one dollar per year man because I thought that is the means by which the franking privilege is granted. However, I have no desire to get on the payroll. It is only the matter of getting the franking privilege one way or the other. Would any letters from prominent citizens, either in the business world or in politics here in Philadelphia help?

With best regards, I am,

Sincerely yours,

Forrester B Washington

FBW/MAS

Executive Secretary.

Washington

May 13, 1927.

Mr. Forrester B. Washington,
Executive Secretary, Armstrong Association,
1434 Lombard Street,
Philadelphia, Pa.

My dear Forrester:

The matter of your appointment as a dollar-a-year man, U. S. Employment Service, which I formally recommended some time ago, as per my letter to you at that time, is still pending in the Department, awaiting the return to duty of Director-General Jones, who has been confined to the hospital, a very ill man, for more than a month. It is absolutely necessary, as a formality, that Director Jones approve the recommendation; and in his absence, due to the present organization of the U. S. Employment Service, there is no one who can act in his stead. This is a matter that is governed by Federal law, and will have to take this course.

When Director Jones returns to duty, I feel that he will gladly approve the recommendation. Even the Secretary is unable to authorize and direct such appointments until the official, charged with Congress with the specific duty, has officially passed upon same.

You will hear from me further in due course.

With kindest wishes, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

P. S. The employment survey which I have recently made throughout the eastern states will, I believe, prove of interest and value. It will be ready, in report form, about June 1st and I am listing you for half a dozen copies.

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November 22, 1927.

Mr. Karl F. Phillips, Commissioner of Conciliation
Office of the Secretary,
Department of Labor,
Washington, D. C.

My dear Karl:

Thank you very much for the Bulletin you enclosed and you know we will be grateful for anything else you send.

Very sincerely yours,

Forrester B Washington

Director.

FBW:J

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TELEPHONE: WALNUT 7550

February 16, 1928.

Mr. Karl F. Phillips, Commissioner on Conciliation
Office of the Secretary,
Department of Labor,
Washington, D. C.

My dear Friend Karl:

We are planning to give a course in the last quarter of this year on Housing and the Negro. Miss Davis, who will present the course is very anxious to discuss the problem of rural housing. She is under the impression that the Department of Agriculture and some other governmental departments may have some bulletins on rural housing. I wonder if you can locate any such literature for us and "pull your usual wires" in order that the School might obtain this material as soon as possible.

Very sincerely yours,

Forrester B. Washington

Director.

FBW:W

March 6, 1928.

Mr. Forrester B. Washington,
Director, Atlanta School of Social Work,
239 Auburn Avenue, N. E.,
Atlanta, Ga.

My dear Forrester:

Due to absence in the field, your letter of February 16th has not received earlier attention. I am taking it up this afternoon, and will send forward to you the matter relating to housing, etc.

In the meantime, will you not read the enclosed copy of letter from the U. S. Veterans' Bureau, Tuskegee, Ala., and, if you have in mind any such applicant as Dr. Ward has described, have said applicant make immediate application for the position, making reference to correspondence with me.

With kind friendly regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

March 6, 1938.

Department of Commerce,
Bureau of Building and Housing,
Washington, D. C.

Gentlemen:

This office has received a letter from Mr. Forrester B. Washington, Director of the Atlanta School of Social Work, 239 Auburn Avenue, N. E., Atlanta, Ga., in which it is stated that --

> "We are planning to give a course in the last quarter of this year on Housing. Miss Davis, who will present the course, is very anxious to discuss the problem of rural housing. She is under the impression that the Department of Agriculture and some other governmental departments may have some bulletins on rural housing, etc. I wonder if you can locate any such literature for us, in order that the School might obtain this material as soon as possible."

If you have such material as Mr. Washington has requested, will you not kindly forward the same to him; and if there is charge for same, I shall be glad to arrange for same if you will call me, Main 8474, Branch 69.

Thanking you, I am

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

March 6, 1928.

Mr. Forrester B. Washington,
Director, Atlanta School of Social Work,
239 Auburn Avenue, N. E.,
Atlanta, Ga.

My dear Forrester:

I regret that a long swing which I have just completed, through the East and mid-west, has prevented my giving prompt attention to your request for material relating to the subject of Housing.

Under separate cover I am sending to you Volume II, Houses, Site-Planning, Utilities, of the U. S. Housing Corporation. I have requested the "Better Homes in America" Corporation to forward me some material for you; and you will receive within a few days additional material from the Bureau of Housing and Building, U. S. Department of Commerce. I hope these data suffice your present needs.

I regret very much that I shall have to ask you to return to me, when you are through with it, the Volume II, Houses, Site-Planning, Utilities, of the U. S. Housing Corporation. It is the very last volume in "captivity" and I am sorry that I can but loan it to you.

Sincerely,

Karl F. Phillips,
Commissioner of Conciliation.

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TELEPHONE WALNUT 7550

March 8, 1928.

Mr. Karl A.Phillips, Commissioner of Conciliation
Department of Labor,
Office of the Secretary,
Washington, D. C.

My dear Karl:

Thank you very much for your letter of March 6th in which you state that you are sending us, under separate cover, Volume II, Houses, Site-Planning, Utilities, of the United States Housing Corporation and that you have requested the "Better Homes in America Corporation" to forward you some material for us. Thank you also for the material coming from the Bureau of Housing and Building, United States Department of Commerce.

I will be glad to return to you as soon as we arethrough with it and we will hasten to get through with it, Volume II, Houses, Site-Planning, Utilities of the United States Housing Corporation. I appreciate your loaning us the last volume in "captivity"

I received your letter today in regard to the opening in the United States Veterans' Bureau at Tuskegee and shall hasten to refer someone to this opening.

Very sincerely yours,

Forrester B Washington

Director.

FBW:W

March 12, 1928.

Mr. John M. Gries,
Chief, Division of Building and Housing,
Department of Commerce,
Washington, D. C.

My dear Mr. Gries:

This office begs to thank you for your courteous action in forwarding projected courses on building, etc., to Mr. Forrester B. Washington, of Atlanta, Ga.

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

AN ANSWER IS EXPECTED

by the sender of this message. Please give it to the messenger or telephone it to

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CARL F PHILLIPS=

DEPT OF LABOR OFFICE OF SECRETARY WASHINGTON DC=

WILL YOU WIRE ME IF POSSIBLE IN NEXT FORTY EIGHT HOURS THE POSSIBILITY OF OBTAINING MOST PROMINENT OFFICIAL IN UNITEDSTATES DEPARTMENT OF HEALTH TO SPEAK AT MASS MEETING CLOSING NEGRO HEALTH WEEK IN ATLANTA EITHER APRIL EIGHTH OR FIFTEENTH DATE CAN BE ARRANGE TO SUIT SPEAKER=

FORRESTER B WASHINGTON.

Wired Washington 3/23/28

"Public health service will furnish eminent speaker on either date named. Stop. Decide preference and refer to negotiations made by me" C.F. Phillips

March 22, 1928.

Surgeon-General,
U. S. Public Health Service,
3 "B" Street, S. E.,
Washington, D. C.

Dear Sir:

The following is a copy of a telegram, which has just been received from Mr. Forrester B. Washington, Director of the Atlanta School of Social Work, 239 Auburn Avenue, N. E., Atlanta, Ga.:

"March 21, 1928.

Karl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D. C.

Will you wire me, if possible, in next forty-eight hours the possibility of obtaining most prominent official in U. S. Department of Health to speak at mass meeting closing Negro Health Week in Atlanta, either April 8th or 15th. Date can be arranged to suit speaker."

Mr. Washington and his organization represent the most splendid type of Negro interests in America, in cooperation with prominent individuals and organizations of the white race.

Upon receipt of this letter would you be kind enough to extend to this office the courtesy of a telephone call (Main 8474, Branch 69) advising me whether your service can furnish an eminent health lecturer and Federal official to close Negro Health Week in Atlanta upon either of the dates named.

Thanking you, I am

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

March 26, 1928.

Surgeon-General,
U. S. Public Health Service,
3 "B" Street, S. E.,
Washington, D. C.

My dear Sir:

This office begs to thank you for your consent to furnish a Federal health speaker, on April 8th, 1928, to the Negro Health Week mass-meeting to be held in Atlanta, Ga., on that date, under the supervision of Mr. Forrester B. Washington, Director of the Atlanta School of Social Work, 239 Auburn Avenue, N. E., Atlanta, Ga.

I am in receipt, this morning, of a telegram from Mr. Washington, which explains itself and is enclosed herewith. I am indeed grateful for your kind assistance in this matter. As I said in my previous letter to you, Mr. Washington and his organization represent the most splendid type of Negro interests in America, in cooperation with prominent and sincere individuals and organizations of the white race. All will appreciate, I know, the interest you have taken in their health efforts.

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

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April 5, 1928.

TELEPHONE WALNUT 7550

Mr. Karl F. Phillips, Commissioner of Conciliation
Department of Labor,
Office of the Secretary,
Washington, D. C.

My dear Karl:

May I take this opportunity of thanking you from the bottom of my heart for making it possible for us to have Senior Surgeon John McMullen of the United States Public Health Service to address our monster mass meeting on Easter Sunday, April 8th. No doubt the Executive Committee will send you a formal letter of thanks but in the meantime I want to write you this personal appreciation.

Very sincerely yours,

Forrester B. Washington

Director.

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July 10, 1928.

TELEPHONE WALNUT 7550

Attorney Karl F. Phillips,
Commissioner of Conciliation,
U. S. Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

I guess you know that sine last August I have been the director of the Atlanta School of Social Work. The Board of Trustees felt that the School needed to be reorganized to more adequately supply the increasing demand for trained Negro social workers in the South. Consequently, I was employed to effect this reorganizztion. However, I have been compelled to give practically all of my attention to the problem of reorganization such as recruiting students, a new faculty and office force and the development of an expanded curriculum and have not been able to give the time to the financial side that I now discover was necessary since certain individuals who helped the School last year have failed us this year.

What I am writing you about specifically is the matter of finances. You know the time has not yet come when we can depend on the South to support Negro institutions although progress is being made in this direction and our School does have some southern supporters. What I would like to have you do for me is to prepare and send me a list of people of means of your city to whom I can send an appeal letter for funds for the School. Of course I would not use your name. I have been an executive of an organization and I know what a nuisance people soliciting for an out of town organization make of themselves but I think you will agree with me that the Atlanta School of Social Work is a rather different proposition. It is the only institution in the country giving its attention solely to the training of Negroes for social work. I know you will agree with me that there is a dearth of <u>trained</u> Negroes in the social work field.

I hope you will grant me this favor. I assure you it will be greatly appreciated.

Very truly yours,

Forrester B. Washington

Director.

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March 12, 1929.

TELEPHONE WALNUT 7550

Mr. Karl F. Phillips, Commissioner of Conciliation
Department of Labor,
Office of the Secretary,
Washington, D. C.

My dear Karl:

I was certainly pleased to note that Mr. Davis was reappointed as Secretary of Labor. I feel that you had no small part in obtaining this action.

I want to ask you to do a favor for me. I am very anxious to see Senator Couzens about March 19th or 20th if he is to be in Washington at this time. Will you do a little "gum-shoeing" for me and ascertain if possible if he will be there? I know him very well from old association in Detroit. I want to solicit a contribution for our School from him. As you may imagine he is a difficult "bird" to handle. I have written him once or twice and he has replied at length always turning me down. However, I know enough about him to know that he is the sort of person who likes to see how many "cracks on the jaw" you will take before he gives in. I feel now the time is ripe to make a personal attack on him.

I will probably be on my way to New York at this time to attend a conference on social work at the New York School of Social Work and I would plan to leave early enough to stop in Washington if I knew Mr. Couzens was there. I am not writing to ask you to arrange an appointment for me but chiefly to know if he will be in Washington at this time. Of course if you think it is possible and desirable and not too much trouble for you to get his secretary to list me for a conference with him at sometime on the dates mentioned above, I shall appreciate it.

Very sincerely yours,

Forrester B. Washington.

Director.

FBW:W

Webb, C. Cornelius

May 21, 1925.

Memorandum:

To: The Secretary

Through The Director of Conciliation

The Pullman Company has just appointed C. Cornelius Webb, veteran Pullman porter, of Washington, as special investigator and mediator in the company's Bureau of Industrial Relations, Chicago, Ill. The appointee's duties will consist of investigating service conditions and acting as a mediator between the company and its 11,000 service men, operating in Pullman equipment all over the country. This is considered by Pullman employees as a long step forward in the promotion of their welfare and safeguarding their wages and working conditions.

Mr. Webb has expressed his desire for the full cooperation of this office, and will supply it with reports of various mediation cases which he will handle.

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

May 28, 1925.

Mr. C. Cornelius Webb,

1773 Tea Street, N. W.,

Washington, D. C.

Dear Mr. Webb:

Thank you for the courtesy of giving this office full information concerning your outstanding appointment by the Pullman Company. You may be glad to know that I presented the facts to Secretary of Labor Davis, who was so delighted with this forward step along the line of industrial relations that he carried the information to President Coolidge and the Cabinet.

You will note in virtually all of this week's papers a modestly written story of your appointment which is couched in such language, I trust, as will please you.

This office will be much interested in your activities; and aside from offering you our fullest cooperation we shall be pleased, at any time, to receive any reports which you may care to send forward. Also, as you know, the Conciliation Service is this Department is freely at your disposal.

With kind personal regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

p
p

Welfare Dept.

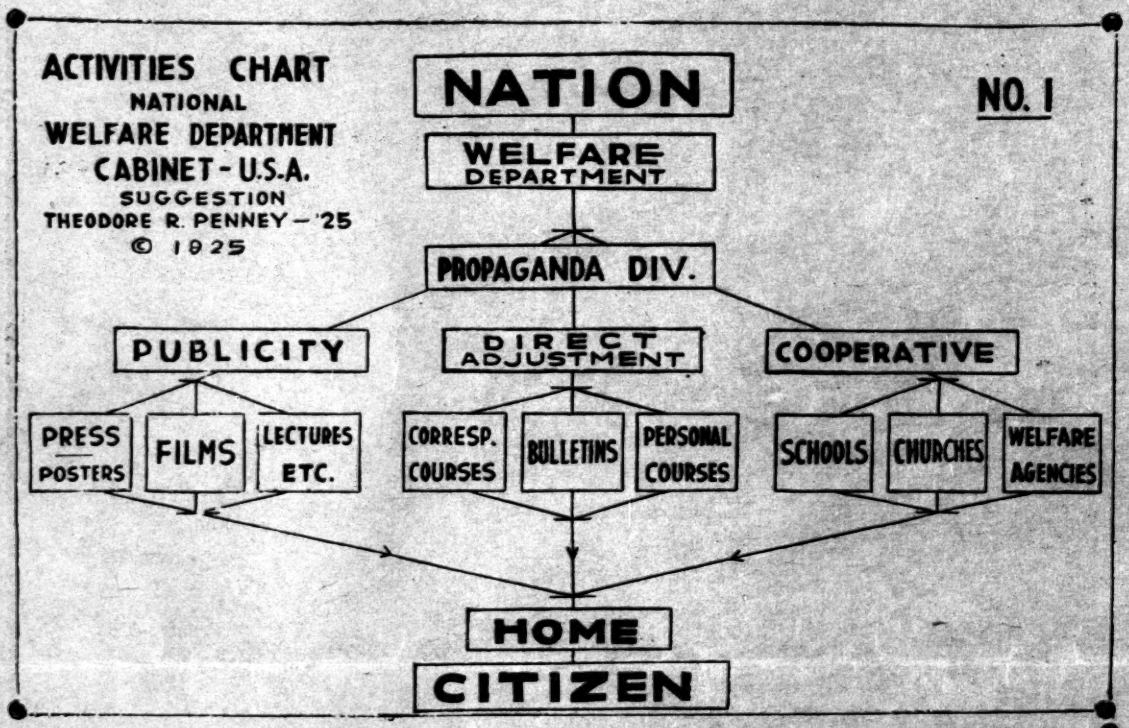
THE NEED OF THE NATION

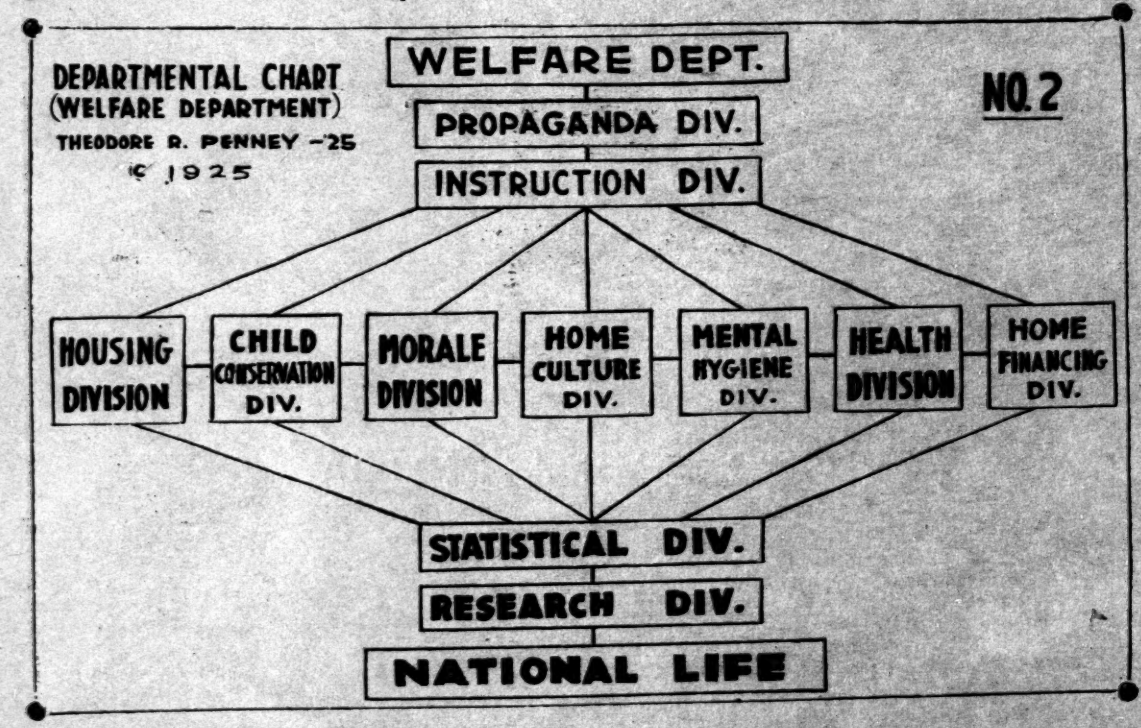
A National Welfare Department

(CABINET)

GOD SAVE AMERICA

Study this Chart. It May Present an Idea





A DEPARTMENT OF WELFARE

To the Editor: At last the people of United States have come to realize that the home is the true source of their criminals, dependents, and national shortcomings; as well as of their virtues. Our vision of welfare is broadening.

A government which is ruled by statesmen will realize that is must depend entirely upon the majority of its homes for its existence and that it must give the home life of all of its people its sincerest consideration. Statesmen already know that armies and navies can never protect a country against its most vicious enemy; its own careless home life.

Since the people of the United States have shown wisdom, in realizing their greatest menace, they surely have wisdom enough to establish a defense against it. A welfare department as a cabinet position, on an equal footing with all other departments in the national cabinet, can provide this defense.

Such a department should be established for the purpose of making a thorough study of the home life of the land; as to its condition, its purpose, its needs, and its possibilities. It should also instruct the people in a sympathetic manner, without force, along such lines. In this field of welfare, practically unworked as it is, there would be little cause for conflict with the programs of other agencies, nor should the department supervise these agencies.

State and municipal welfare departments cannot supply so great a national need. The home regulates the morale of the nation and local stimulation alone may not produce concerted action during a national crisis.

Our national Department of Agriculture has, without force, caused "Uncle Sam" and his smallest farmer to become real good friends, and the farmer is proud of the live stock he raises for his country. The Department has not become harmfully politicalized. The farmer does not blame the Department for his marketing problem. In 1923, Congress appropriated nearly thirty-seven millions of dollars for the Department of Agriculture to promote agriculture everywhere throughout the land.

What for home culture? When the government gives honest encouragement to all of its home makers, they too will measure up to the demands we place upon them. These home makers will cease to undermine us, in their ignorance, and will produce more than "cannon fodder" for their country. When given the proper encouragement our home makers will see to it that many statesmen are born, for they must be born, in whose hands the country will be safe.

"Millions for defense!": yes, but what we need above all else is millions of citizens who are willing to think seriously along the line of a *wholesome home life* throughout the land. A program of concerted thought along this line will prove to be the solution to our every problem.

Theodore R. Penney

Philadelphia, Pa.
From "The Survey" Nov. 15, 1925.

In a Democracy Every Citizen Should Have An Idea

THE NATION'S GREATEST NEED IS HOW TO SAVE ITS HOME LIFE

THE HOME IS THE NATION'S WORST ENEMY OR ITS GREATEST DEFENSE.

The Home Determines How Effective a Nation's Laws Can Be.
The Home, and Not the Constitution, Regulates the National Life.
What Goes on at the National Capitol Has Long Since Taken Place around the Fire-side.

A Wise Nation, One Ruled by Statesmen, will Look to Its Home Life
(The Home Life of All Its People.)

PATRIOTICALLY SUBMITTED,

Philadelphia, Pa. Theodore R. Penney

Box 3815 Station D.

White House (Official)

Albania

Argentina

Austria

Belgium

Bolivia

Brazil:

Santos
Sao Paulo

Bulgaria

Chile, S. A.

China

Colombia

Costa Rica

Cuba

Czechoslovakia

Denmark

Dominican Republic

Ecuador

Egypt

El Salvador

Estonia

Ethiopia

FRANCE:

Algiers, Algeria
Dakar, Senegal, French West Africa
Guadelopue, French West Indies
Martinique, French West Indies
Saigon, French Indo-China
Tahiti, Society Islands, Oceania
Tananarive, Madagascar
Tunis, Tunisia

GREAT BRITAIN:

India
Aden, Arabia, Asia
Colombo, Ceylon, Asia
Hong Kong, Asia
Penang, Straits Settlements
Singapore, Straits Settlements.

Cape Town, Union of S. A. (Cape Province)
Natal, Un. of S. A.
Transvaal, Union of South Africa

GREAT BRITAIN: (Continued)

Lagos, Nigeria, West Africa
Nairobi, Kenya, East Africa

Australia,
Queensland
New South Wales

New Zealand
Fiji Islands

Barbadoes, British West Indies
British Honduras
British Guiana
Bermuda
Jamaica
Bahamas
British West Indies

Guatemala

Haiti

Honduras

Mesopotamia

Italy

Japanese Empire

Latvia

Liberia

Mexico, D. F.

Monaco

Morocco

Nicaragua

Panama

Persia

Portugal:

Loanda, Angola, Africa,
Mozambique, Africa

Siam

SPAIN:

Canary Islands

Syria

Turkey

Venezuela

Argentina ?
Brazil ?
China
Cuba
Czechoslvakia ?
Dominican Republic Santo Domingo
Egypt
El Salvador
Ethiopia
Algiers
Dakar
Guadeloupe
French West Indies
Martinique
Saigon
Tahiti
Tananarive
Madagascar
Tunis
India
~~Calcutta~~
~~Bombay~~
Karachi India
Madras
Gangoon

Aden Asia
Arabia "
Colombo "
~~Ceylon~~ "
Ceylon "
Hong Kong "

Bolivia dark Doubtful
Bulgaria – 50 % brown
Colombia
Costa Rica "
Ecuador "
~~Estonia~~
Gibraltar – dark –
Malta – dark – again

Africa
~~Capetown~~
~~Capeprovince~~

Fiji Islands
Central America – South America –
West Indies
Haiti

Japanese Empire
Liberia
Mexico
Persia
Peru
Syria
Turkey
Portugal
Armenia

Australia –
~~Belize S.A.~~
~~Honduras~~ – ~~Haiti~~?
~~Lavatia~~
~~Lithuania~~
Siam — colored
Uruguay – brown
Venezuela
Spain colored

Asia is almost wholly colored – the
Africa only southern Sierra

June 18/29

Hon James J Davis
Washington D.C.

Dear Jim! —

I have heard of Birds
in our Legislature and
to think we have to live
with them!

Yours etc
Lucius Thurston Ribel

White House Entertainment Of Negroes Draws Harsh Attack by Florida House

Resolution Condemning Action Voted—Blease Withdraws Protest After Senate Tirade.

Tallahassee, Fla., June 17.—(AP)—Condemnation of "certain social policies of the administration in entertaining negroes in the White House on a parity with white ladies," was voiced in a resolution passed, 71 to 13, by the Florida house of representatives today.

The resolution was introduced by Representatives Way, of Pinellas, and Getzen, of Sumter, and in its original form condemned the recent action of Mrs. Hoover in entertaining the wife of Oscar DePriest, negro congressman from Illinois, with a number of white women, wives of other congressmen. This phraseology was later changed to condemn the policy rather than Mrs. Hoover.

Hoover Democrats.

A two-hour discussion of the proposal developed oratory which included frequent reference to "Hoover democrats" and "insults to the women of the south," as well as numerous statements that Florida had "been betrayed" after casting the majority of its votes for President Hoover in the last general election.

In one instance, Representative Louis Gravely, Hendry, took up the statement of another representative that it would not be diplomatic for the house to condemn White House customs at a time when Florida has sought federal aid along a number of lines.

"I say to hell with aid from the federal government if we must swallow this insult to everyone of our women to get it," he shouted.

Alteration of the resolution to eliminate direct reference to Mrs. Hoover was accomplished when many representatives declared that the policy of entertaining negroes at the White House should be condemned generally, and that they would not vote for the proposal so long as it carried direct reference to Mrs. Hoover. Reference to the DePriest affair was, however, left in the preamble to the resolution.

Convey Protest.

The resolution asserted that Florida had cast a majority of its presidential votes for Herbert Hoover in the belief that he would discourage social equality of the races. It further called upon Glenn B. Skipper, republican national committeeman from Florida, to "convey to the president of the United States the earnest protest of the house of representatives, and that he use his influence with the president to the end that incidents hereinbefore alluded to be discontinued."

One of the two republican members of the body of 95 representatives protested against the resolution. He was Representative Day, Manatee county. He declared that the resolution was in bad taste in that it would condemn a woman. He was one of the representatives who voted against the proposal. Florida's only woman representative, Mrs. Edna G. Fuller, Orange county, also objected to reference to the wife of the president but voted for the resolution in its altered form.

An amendment to the resolution praised the Texas senate for its recent and similar action.

BLEASE RESOLUTION IS WITHDRAWN.

Washington, June 17.—(AP)—Senator Blease, democrat, South Carolina, introduced a resolution today calling attention to the recent entertaining at the White House of the wife of Representative DePriest, negro republican from Illinois, but some of its language, especially doggerel verse which it contained, aroused such opposition that Blease withdrew it.

Senators Edge, republican, New Jersey, and Bingham, republican, Connecticut, were especially vigorous in their stand against the measure.

The resolution asked that "the president and Mrs. Hoover be requested to remember that the house in which they are temporarily residing is the 'White House,' and that Virginia, Texas, Florida, Tennessee and North Carolina contributed to their becoming its custodians."

Although the resolution was stricken from the record, it was ruled that it had been referred to the District of Columbia committee for consideration.

The verse in the Blease resolution was pitched around the theme of "niggers in the White House." It had a dozen verses, all beginning with this expression, and at the end it embodied the plea for the request to be made on the president and Mrs. Hoover.

DePriest Hits Back At Southern Critics

Denies Social Equality Was Involved in Tea at White House.

(Associated Press.)

Representative Oscar DePriest, negro, of Illinois, issued a statement yesterday declaring that no question of social equality was involved in the attendance of his wife at a White House tea recently.

"It's all a lot of moonshine for any one to suggest that a question of social equality was involved in my wife's going to a White House tea," he said. "My wife was invited not because she was white or black, Republican or Democrat. She was invited because she happened to be the wife of a man who was a member of Congress."

He added that Southern Democrats were trying to "help themselves politically in those Southern States that voted against Al Smith."

"The political effect will be to drive all colored votes back into the Republican party," he said.

De Priest Incident Echoes Still Heard

Green to Avoid White House Social Functions; Shaffer Writes Warning.

Representative R. A. Green (Democrat, Florida), yesterday declared that he would attend no social function at the White House during the Hoover administration because Mrs. Hoover recently invited Mrs. Oscar De Priest, wife of the negro representative from Illinois, to tea along with other Congressional women. The Florida Democrat characterized the incident as "an outrage on the social conscience of Caucasian America."

At the same time Representative J. C. Shaffer (Republican, Virginia), addressed a letter to De Priest, flatly declining the latter's invitation to attend a large reception and musicale to be staged at the Washington Auditorium Friday.

Mr. Shaffer said: "I decline the invitation. You are now embarking on a perilous course which will, if you continue, disturb relations which have long been amicably settled in the South.

"Any movement or attempt by you in the direction of social equality is not a true interpretation of the attitude of both peoples. It will not be tolerated by the white people of the country nor is it desired by the negro race.

"The white people have their position and are respected in it. The colored race has its place and is respected in it."

RACE QUESTION BREAKS OUT IN LOWER HOUSE

Protest Against White House Entertainment of Negress

APPEAL TO HOOVER

Way Declares Affair Slur on Women and Blow at Prestige

Tallahassee, June 17—(AP) The Florida house of representatives today adopted by a vote of 71 to 18 a resolution condemning what the resolution termed "certain social policies of the administration in entertaining negroes in the white house on a parity with white ladies."

Associated Press

Tallahassee, June 17—A resolution condemning the action of Mrs. Hoover in entertaining at the white house the wife of Oscar de Priest, negro congressman from Illinois, was introduced in the house of representatives this morning. The resolution was introduced jointly by Representatives Way, of Pinellas, and Getzen, of Sumter.

The resolution set forth that "the act of Mrs. Hoover in thus entertaining a negro woman on a parity with white ladies was both shameful and disgraceful and if persisted in will destroy the prestige of the Anglo-Saxon race and set at naught the social fabric of the country that has for ages guarded and kept sacred the purity of our Anglo-Saxon blood which stands for the highest type of Americanism.

"Be it further resolved that Hon. Glenn B. Skipper, Republican national committeeman the State of Florida, be requested and urged to convey to the president of the United States the earnest protest of the house of representatives and that he use his influence with the president to the end that incidents hereinbefore alluded to be discontinued."

Applause Unchecked

The resolution brought applause to the floor of the house for the first time during regular or special session business meetings, unchecked by Speaker Getzen.

During his speech of introduction, Representative Way, Pinellas, declared that the act of Mrs. Hoover was a direct insult to Florida women, and that the state of Florida had been betrayed by such action.

Representative Gillis, Walton, declared that he took great pleasure in reminding the Hoover Democrats of the state that they had been warned about the president's attitude toward the equality of races, but smiled in assent when he was asked by Representative Caldwell, Santa Rosa, if he did not take a certain amount of malicious pleasure in making his statement.

State Politics

Representative McLin, Leon, brought state politics into the question when he said that he had seen references in the newspapers to the possible candidacy of Senator Edgar Waybright, of Jacksonville, for governor, and he wondered if segregation of races would be one of the plans in his platform. Waybright supported Hoover for president during the campaign.

Representative Entzminger, Seminole, declared that the house was "fixing to do something to bring down on our heads the wrath of northern politicians."

Representative Gravely, Hendry, advanced to the front of the chamber to shout his denunciation of Entzminger's statement.

"If we are to swallow this insult to everyone of our women, I say to hell with aid from the federal government, if we must swallow this insult to every one of our women," he shouted.

Action in Texas

The house accepted an amendment offered by Representative Getzen, co-author of the resolution, to praise the Texas senate for similar action.

Representatives expressed their hesitancy at condemning Mrs. Hoover, as the wife of the president, for something which they declared was an established white house policy.

One of the two Republicans in the house, Representative Day, Manatee, declared that the house was taking the wrong step in framing the resolution against a woman, and that such a resolution would be in bad taste.

Mrs. Fuller, Orange county representative, furthered the plea to condemn the principle instead of Mrs. Hoover.

8, 1929.

BLEASE IS CAUSTIC ON MRS. DE PRIEST

Senate Resolution Referring to White House Visit Is Stricken Out.

FLORIDA VOICES PROTEST

(Associated Press.)

Senator Blease, Democrat, South Carolina, introduced a resolution yesterday calling attention to the recent entertaining at the White House of the wife of Representative DePriest negro Republican from Illinois, but some of its language, especially doggerel verse which it contained, aroused such opposition that Blease withdrew it.

Senator Edge Republican New Jersey, and Bingham Republican Connecticut, were especially vigorous in their stand against the measure.

The resolution asked that "the President and Mrs. Hoover be requested to remember that the house in which they are temporarily residing in the 'White House' and that Virginia, Texas, Florida, Tennessee and North Carolina contributed to their becoming its custodians."

Although the resolution was stricken from the record, it was ruled that it had been referred to the District of Columbia committee for consideration

Florida Makes Protest.

Tallahassee, Fla., June 17. (A.P.).—By a vote of 71 to 13, the Florida House of Representatives today adopted a resolution protesting "certain social policies of the administration in entertaining negroes in the White House on a parity with white ladies."

Nearly two hours of debate preceded the vote during which several speakers took occasion to comment on the effect of the resolution both in State and national politics.

As originally introduced, the resolution by Representative Gatzen, speaker of the House, and Way, was worded to direct the protest at "the act of Mrs. Herbert Hoover in entertaining the wife of Oscar De Priest, negro congressman from Illinois," but before passage was amended to make it in general terms.

The resolution cited the South's long standing opposition to social equality of the white and negro races and declared, "We believe the social intercourse between white and black races is contrary to decency and subversive to the best interests of all concerned."

State Betrayed, He Says.

In introducing the resolution, Representative Way declared that "the State of Florida has been betrayed by such action."

The voters of Florida should be condemned instead of Mrs. Hoover, said Representative Caldwell, adding, "equality of the white and black races is one of the basic planks of the Republican platform."

The resolution was termed "in bad taste" by Representative Day, one of the two Republican members of the House who took the floor against it.

A statement from Representative Entminger, "that the House is about to do something to bring down on our heads the wrath of the Northern politicians," brought from Representative Gravely a caustic retort.

Renewal of Race Issue Seen by Women's Group

Birmingham, Ala., June 17 (A.P.).—The Alabama Women's League for white supremacy sees in the recent entertainment of the wife of Oscar De-Priest, negro representative from Illinois, at a White House tea, "just foundation for the gravest apprehension by Southern people," through President Hoover's alleged revival of the question of social equality among the races.

The league, in a statement issued by its board of directors, declares the President and Mrs. Hoover "are privileged to choose their associates from any class they see fit. But Mr and Mrs. Hoover have no right, occupying the exalted political and social position to which the American people have elevated them, to outrage the sensibilities and to imperil the peace and safety of a large section of this country by sharply reviving an issue (social equality) that means so much to us."

Protestant Organization Raps Act of Mrs. Hoover

Norfolk, Va., June 17 (A.P.).—A resolution "deploring" the action of Mrs. Herbert Hoover in entertaining the wife of Oscar De Priest, negro representative, together with white women at a White House tea several days ago, was presented at the opening session of the sixth annual national convention of the Knights of American Protestantism here today.

The resolution, sponsored by the Springfield, Ill., chapter, and presented by the Richmond Hill, N. Y., chapter, was applauded by the 362 official delegates present. It was referred to a special committee for report to the convention Wednesday in its final form, when a vote will be taken.

Another resolution expressed regret at the injection of the religious issue into the last presidential campaign and election, condemning the tactics of all who stressed the issue whether they were anti-Smiths, Republicans or Democrats.

In the De Priest resolution opinion was expressed that Mrs. Hoover should either have entertained the negro representatives wife alone or in company with other negro women, and not mixed with white people.

FRANCONIA

Atlanta Journal — 6/15/29

White House Feting Of Negress Deplored By Senate of Texas

AUSTIN, Texas, June 15.—(AP)—The Texas senate was on record Saturday as condemning by resolution Mrs. Herbert Hoover, wife of the President, for entertaining the wife of Oscar De Priest, negro member of congress from Illinois, at a White House tea last Wednesday.

Miss Margie E. Neal, Democrat, only woman member of the upper house of the Texas legislature, introduced the resolution, which was adopted with only two dissenting votes.

The Neal resolution was accepted instead of one offered by Senator T. J. Holbrook, which was aimed at both Mrs. Hoover and the Texas Democrats who supported Mr. Hoover at the election last fall. The resolution adopted did not condemn the Hoover supporters, but pointed out that in the campaign they were "warned of the danger of racial equality recognition at the national capital through the election of the Republican candidate."

Texas went into the Republican column last year for the first time since the Civil War.

The resolution condemning Mrs. Hoover said: "Social recognition of a member of the negro race accorded by women whose official and social positions are unsurpassed is fraught with the greatest consequences conceivable to amicable relations of the two races."

People of the south, especially Texas, never have condoned such action, the resolution said, and such recognition of De Priest's wife was described as "calculated to greatly disturb relations, and widen the breach between negroes and the white race.

"Bowing our heads in shame and regret," the resolution continued, "we express in the strongest and most emphatic terms at our command, condemnation and regret at the conduct of the White House mistress and her associates."

Swedish Flyers Await

June 28, 1929.

Preliminary Report:

To: The Secretary Through Mr. H. L. Kerwin
Subject: Entertainments at The White House, etc.

President Rutherford B. Hayes was a cousin of President Patton, of Howard University, and was entertained by him at the University. At this entertainment President Hayes met Mr. John M. Langston, at one time Dean of the University Law School, upon whom President Hayes later called upon, socially, at the Langston home.

President Coolidge entertained the President of Haiti when he was here in attendance at the Eucharistic Conference.

The former Minister to Haiti was entertained by President Cleveland. (He was Dean of the Diplomatic Corps.)

Hon. John C. Dancy and wife were entertained at the White House when he was Recorder of Deeds.

Hon. Judson W. Lyons (Register of the Treasury) and wire were entertained at the White House when he was holding office.

Dr. Booker T. Washington (1903) dined at the White House with President Roosevelt.

Frederick Douglas dined with President Cleveland and was entertained by both Lincoln and Hayes at the White House.

President Theodore Roosevelt entertained Hon. William H. Lewis, former Assistant Attorney-General, at the former's home at Oyster Bay, as overnight house guest.

Senator Bruce was entertained by President Grant, and Mr. Bruce's wife entertained the members of the diplomatic set at her home at a reception.

Ex-Governor P. B. S. Pinchback, of Louisiana, was entertained by President U. S. Grant at The White House.

President Coolidge entertained President Borneo of Haiti at a diplomatic reception.

At a New Year's reception during Lincoln's administration, Frederick Douglas was entertained, and as he entered the

Reception Hall, the greeting that Lincoln gave him, in leaving a group of close friends, was so very marked in its warmth that certain historians have spoken of it in their publications.

The additional search, directed by the Secretary, is in course of progress.

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

It was said that Mr. Hoover's announcement of Tuesday was read in advance by Secretary Mellon and that he expressed his approval of it.

18-INCH WATER RISE SHOWN IN WEST END RAIN

Entire Birmingham Area Feels Sudden Rage Of Elements

A torrential rain hit West End and the western section of the city late Wednesday afternoon, flooding streets and sending pools of water into stores in the business sections.

The rain was general over Birmingham, but was heaviest in the West End section.

A few minutes after the rain, scores of automobiles were reported flooded in the business and residential sections of West End.

The West End police station reported that water had reached a depth of 18 inches in the station and that business houses nearby also were flooded.

The Southern Bell Telephone Company reported that telephones were put out of order in all sections of the city by the rainstorm.

Scores of telephones were reported out of order in West End.

It was said, however, that all telephones probably would be back in working order in a short time.

Lights also were out in several sections of the city for a short time during the rain.

Powderly, between West End and Bessemer, reported a heavy wind and rain, but no property damage.

All sections of the city reported heavy rains and some wind, but in all except West End, there was not believed to have been any material property damage.

ROBBER GETS $30,000

HOLLYWOOD, Calif., July 3—(AP)—A robber held up three employes in the Van Den Acker Jewelry Company store on Hollywood Boulevard Wednesday and escaped with gems valued at $30,000.

BANK QUIET ON NEW RATE

NEW YORK, July 3 — (AP) — The New York Federal Reserve Bank made no announcement concerning its rediscount rate of 5 per cent after the directors' meeting Wednesday.

Negro Keeps Head Just Long Enough To Save Own Life

ERNEST WATERS, negro, kept his head for one second. That second was long enough to save his life.

Perched precariously on the frame work of a water tank 65 feet above the ground at the new Pullman Plant in Bessemer, Wednesday, Waters was swept from his footing by a swinging boom.

He plunged downward. Twenty feet below a cross member hove in sight. Waters grabbed and clung.

At the Bessemer General Hospital, where he was taken for treatment of minor scalp wounds and bruised leg, Waters said:

"I just kept my eyes open and when I saw that cross piece, I lashed onto it.

that the day also marks such events as the anniversary of the disappearance of Charley Ross; the completion of the Philippine cable; or the commencement of construction of the Baltimore & Ohio Railroad.

Some may recall the Battle of Gettysburg; out in mid-Pacific celebrators in the Hawaiian Islands probably will remember the proclamation of the Hawaiian republic; Northampton, Mass., will likely be glad it is Calvin Coolidge's birthday; but probably none of the thousands who will crowd the roads with their motor cars whilst they gorge with hot dogs and pop, will realize that just 35 years ago the first hardy souls went touring in motor cars.

Other Historic Eras

True it is that it took the Declaration of Independence to make July 4 famous, but a lot of other things, some tragic and some not have happened on that same date.

Just two years after the ink was dry upon the declaration—July 4, 1778—for instance, Indians and Tories swooped down upon the Wyoming Valley of Pennsylvania, and carried out the massacre which still stands as a bloody page in history, the Wyoming Valley Massacre.

Then, just 101 years ago, the first railroad construction began. Earth was turned on the Baltimore & Ohio Railroad July 4, 1828. Probably no one there dreamed for a moment that a century hence railroads like the one they were beginning to build,

The next time July 4 came prominently into history, was in 1848, when it was the day chosen for signing the treaty which ended the Mexican War and gave the United States that vast section which now is New Mexico, Arizona, Nevada and much of Utah.

Mit had been unable to hold his gain; and perhaps the most tragic battle in history had been fought. Wednesday the state of North Carolina sent its governor, Angus W. McLean, North to Gettsburg to dedicate to Pickett and his men a $50,000 memorial upon the site of their famous charge.

Portland Fire

Then came July 4, 1866, marked by a fire which wiped out the center of Portland, Me., and rendered 2,000 people homeless; and July 4, 1868, when the United States and China signed their first treaty—the forerunner of all the Chinese diplomacy since that time.

Four years later Calvin Coolidge was born.

Nothing much happened on July 4, 1873. Business was in the doldrums and Grant was president. Historically speaking, it was a quiet Fourth of July.

But the following Independence Day, that of 1874, Charley Ross was kidnaped. He was a boy of 4, living at Germantown, Pa. If Charley Ross is living Wednesday, and no one knows whether he is or not, he is a man of 55 and maybe he has a

Continued on Page 2, Fourth Column

Terror Grips Jersey Mothers As Tots Die By 'Green Death'

TRENTON, N. J., July 3—(UP) Fear that threatens to mount to terror gripped mothers of this community Wednesday night as officials were unable definitely to explain the "green death" that has killed three children and stricken 20 other youngsters and an adult.

In each case the bodies became progressively discolored to a marked greenish hue.

State health officials joined with those of the city in an attempt to trace to its source the strange malady which they believe has something to do with milk.

A dog was fed some of the milk from a suspected dairy. It died.

But analysis of the milk by City Chemist Parobek revealed nothing unusual. Whatever the milk contained, if anything, was of too subtle a nature to be revealed by usual methods.

The day was passed without additional fatalities. Gloria Dunning, 6 weeks old, died Tuesday night, a few hours after being stricken. Her body turned green before death.

Gloria's other symptoms, like those of her fellow victims, were similar to acute intestinal poisoning.

Shirley Shaddow, 2, and her sister Jean, 7 weeks old, died at the Chambersburg Hospital Monday a few hours after they were stricken. Death came before their illness could be diagnosed.

NEGRO OFFICIAL LISTS OTHERS OF RACE FETED

White House Disclaims Knowledge Of Report On Various Entertainments By Presidents From 1878 To 1928 Bared By Phillips

WASHINGTON, July 3—(AP)—The office of Secretary Davis Wednesday made public a report described at the Labor Department as listing negroes who had been entertained by presidents of the United States, compiled to show that Mrs. Hoover set no precedent in entertaining the wife of Representative Oscar DePriest, negro, of Illinois, at a White House tea.

The "preliminary report" to Mr. Davis was signed by Karl F. Phillips, a negro, commissioner of conciliation, and covered "various entertainments at the White House" from 1878 to 1929. At the end it said, "The additional search, directed by the secretary, is in course of progress."

The White House disclaimed knowledge of the report. Secretary Davis had left the city for the holiday before it was made public.

Text Of Report

"1878 — President Rutherford B. Hayes was a cousin of President Patton (white), of Howard University, and was entertained by him at the university. At this entertainment President Hayes met Mr. John M. Langston, the first dean of the university law school, upon whom President Hayes later called upon, socially, at the Langston home.

"1886—The minister to Haiti was entertained by President Cleveland.

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"1903—Dr. Booker T. Washington, principal of Tuskegee Institute, dined at the White House with President Rooseval.

"1864—Frederick Douglas dined

Continued on Page 2, Third Column

GIVEN ULTIMATUM

New Orleans Service Company Demands Return To Work

NEW ORLEANS, July 3—(AP)—The first definite gesture toward truce or settlement in the New Orleans street car men's strike came late Wednesday when New Orleans Service, Inc., handed an ultimatum to officials of the local union declaring that unless the striking workmen returned to their jobs by 6 p.m. July 4 on the terms the company offered, the railway company would proceed to "operate our property upon such basis as we deem best in the interest of the company and of the public."

The employes last Monday night rejected the new contract on the grounds that the company had failed to give the union proper recognition.

"The statement of public service officials said: "We agreed that no street railway employe could remain in our employ unless he became a member of your union within 60 days, and remained a member by paying, or offering to pay, his dues to the union. There is according no just basis for the statement of your officials that the contract we offered did not give recognition to the union."

WITHOUT ENGINEER, TRAIN RUNS WILD

Fireman, However, Stops Passenger Before Any Damage

MACON, Mo., July 3—(UP)—While as engineer lay dead along the track far in the rear, a Burlington train, carrying 300 passengers raced at 50 miles an hour through the suburbs of Macon Wednesday, its throttle wide open and unattended.

The engineer, Elmer Daugherty, either fell from the cab while the train was flying through the open country and his disappearance was not discoveredd until Fierman Roscoe Cassidy noticed that the whistle had not been blown for Macon and that the train was rushing through the town at breathless speed.

Cassidy brought the train to a stop before any damage was done. Although a coroner decided the engineer had jumped from the train, the fireman contended that he must have become dizzy and fallen off.

PURCHASE APPROVED

Commission Okehs Acquisition Of Six Routes By New York Central

WASHINGTON, July 3—(UP)—The Interstate Commerce Commission has ruled proposals by the New York Central Railroad to purchase six short lines is satisfactory to the government in its unification of roads program.

The commission held that even though the New York Central's offer for the Fonda, Johnstown & Gloversville Railroad was deemed inadequate by the sellers, the two parties should resort to arbitration.

You'll Be Proud of Your Catch . . .

—but you will sure be glad to have the news of the "Old Home Town" every day of your vacation . . . just tell your carrier, or call 3-1121 and have your News and Age-Herald forwarded to your vacation address . . . no extra cost.

134476
WH

DE PRIEST AFFAIR FOLLOWS CUSTOM

Records Show Colored Guests Are Not New to White House.

Mrs. Hoover did not set a precedent when she entertained at the White House the wife of Representative DePriest, colored, of Illinois, according to a report issued yesterday from the office of Secretary of Labor Davis, which listed members of the colored race who have been entertained by Presidents.

It was signed by Karl F. Phillips, colored, commissioner of conciliation, and covered "various entertainments at the White House" from 1878 to 1929. At the end it said: "The additional search, directed by the Secretary, is in the course of progress."

Knowledge of the report was disclaimed at the White House. Secretary Davis had left the city for the holiday before it was made public.

Hayes Called on Colored Dean.

The report, dated June 29, reads:

"1878—President Rutherford B. Hayes was a cousin of President Patton (white) of Howard University and was entertained by him at the university. At this entertainment President Hayes met John M. Langston, the first dean of the university law school, upon whom President Hayes later called, socially, at the Langston home.

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Booker T. Washington a Guest.

"1903—Dr. Booker T. Washington, principal of Tuskegee Institute, dined at the White House with President Roosevelt.

"1864—Frederick Douglas dined with President Lincoln at the White House.

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"1885—Frederick Douglas dined with President Cleveland at the White House.

"1912—President Roosevelt entertained Hon. William H. Lewis, former Assistant Attorney General, at the former's home at Oyster Bay, New York, overnight.

"1870—Senator B. K. Bruce was entertained by President Grant, and Mrs. Bruce entertained the members of the diplomatic set at her home at a reception.

Lincoln Incident Recalled.

"1871—P. B. S. Pinchback (at one time Governor of Louisiana) was entertained by President Grant at the White House.

"At President Lincoln's second inaugural reception, 1865, Frederick Douglas was entertained at the White House, and as he entered the reception hall the greeting that Lincoln gave him, in leaving a group of close friends to greet Douglas, was so very marked in its warmth that certain historians have spoken of it in their publications.

"President Coolidge entertained the President of Haiti when he was here in attendance at the Eucharistic Conference.

"President Coolidge entertained President Borneo of Haiti at a diplomatic reception.

"1929—Mrs. Hoover, the President's wife, entertained the wife of Representative Oscar De Priest of Illinois at a White House tea."

MCCORMICK NAMED

Wash Star July 4, 1929

921 S Street N W
Washington D C
July 4, 1929.

Hon. Karl F Phillips
Bureau Mediation & Conciliation
Department of Labor
Washington D C.

My dear Mr. Phillips:

You are to be congratulated for your interest in compiling the article read in The Washington Post of today headed "Social Recognition Of The Negro Listed."

Since it is well-known among us that the DePriest incident was not the first of its kind I have wondered why some competent person had not supplied the facts. I think that there may be still other incidents.

Fraternally yours,

J. Henry Lewis

Negro Members of Congress Often White House Guests

Grant Had Senator Revels and Wife at Dinner; Wife of Senator Bruce in Receiving Line; Cleveland Fond of Taylor.

By LESTER A. WALTON.

During the reconstruction period following the Civil War, negro members of Congress and their wives attended official receptions at the White House. No loud outcry came from any section of the country, for this form of social recognition was accepted in matter of fact fashion. A breach, rather than an observance, would have occasioned widespread comment.

History will substantiate the claims of those who point out that Mrs. Hoover did nothing revolutionary, unheard of, or unprecedented when she officially had as one of her guests to tea Mrs. De Priest, of Chicago, whose husband is the first negro congressman in twenty-eight years, and the first of his race from the North.

Residents and former residents of Washington are alive today who well remember the social amenities enjoyed by the Bruces, Lynches, Raineys' Cheathams and other negro families prominent in the official life of the Capital. In striking contract to its present mood, the South in those days raised no "social equality" issue and appeared to view the situation with complacency and calm.

Revels Were Dinner Guests.

Old Washingtonians and their descendants recount that United States Senator Hiram R. Revels and his wife were dinner guests at the White House during the administration of President Grant. The only reference in the Southern press to the incident is said to have been an article facetiously written telling of a large dish of jelly on the table and Mrs. Revels asking: "Please pass the 'trimbling' truck."

Both the Senator and Mrs. Revels were educated and refined, and those who knew them construed the jibe as an unfriendly thrust by Southerners who did not take kindly to the social attention paid the negro couple by the Nation's Chief Executive. But the newspapers of the section did not wax wroth. It was not until Booker T. Washington dined at the White House with President Roosevelt that a more pronounced and hostile attitude was shown.

Hiram Revels was born free in Fayetteville, N. C. He was United States senator from Mississippi in 1870 and 1871.

The next negro senator from Mississippi was Blanche K. Bruce, born a slave, who was in the upper house six years. He and Mrs. Bruce are said to have had more social courtesies extended them than any race couple ever to appear in official Washington's Who's Who. Their social contacts were not merely official, but in many instances grew out of mutual personal preference.

Mrs. Bruce, who was comely, of light complexion, tall and stately, not only attended social functions at the White House, but was known to have stood in the receiving line during the administration of President Hayes. Blanche K. Bruce was senator from 1875 to 1881. Subsequently he served two terms as register of the Treasury and one as recorder of deeds. Throughout their official life the Bruces were conspicuous at receptions, dances and teas.

born in Philadelphia. She was the daughter of Dr. Joseph Willson, a dentist, who moved his family to Cleveland at an early age. Dr. Willson wrote the first social study of the negro in the Quaker City, which was published. The daughter, who was a small child when taken to Cleveland, was graduated from the public schools and the first negro teacher in that city.

Attended Exeter and Harvard.

They sent their son, Roscoe Conkling Bruce, the present manager of the Dunbar Garden Apartments in Harlem, because of school age, to the exclusive Friends School in Washington. Later he went to Phillips Exeter and Harvard College, serving two terms as president of the University Debating Society, and was winner of the Phi Beta Kappa key and class oratorl. Senator Bruce died in 1898, and Mrs. Bruce in 1923.

It is no secret that C. H. J. Taylor, a negro of intellectual attainments, was a frequent visitor at the White House the first time Grover Cleveland was President. The story goes that when Cleveland wanted temporarily to forget the cares of state after a strenuous day he would invite his friend to drop in for an hour or two. Taylor was a gifted story-teller, and his anecdotes always proved to be a mental tonic for the President.

The high esteem in which Cleveland held Taylor was indicated when he named the negro as Minister to Bolivia. The nomination was turned down by a Republican Senate.

Those conversant with the social prerogatives exercised years ago by negro senators and representatives by virtue of office, point out that this was an era before the advent of the Tillmans, Bleases and Heflins; before the coming of the Jim Crow car and before race prejudice, intolerance and reaction had crystallized themselves into law.

It was not Southern statesmen of the Lamar school who sought political preferment by preaching race hatred, picturing to the poor whites the bugaboo of negro domination and social equality, and who passed disfranchisement laws. It was an easy matter to inflame those known as "hill billies" and "crackers" against the negro. At the bottom of this deep-rooted antipathy was the economic question. The negro, both as slave and free man, always was shown preference by the employer whenever there was competition for work.

Aspirants for office in the South who experience no qualms of conscience in stirring up racial strife and unrest just so long as their personal ambitions are realized, have found that the most effective campaign material in arousing the poor whites is to rant about negroes wanting social equality. Mixed schools, the presence of negroes on Pullman cars, in movies and other public places of accommodation are held to be injurious to Nordic superiority.

Not only has this sort of propaganda been advantageously used in the South as a burning political issue, but a systematic campaign has been conducted for more than twenty-five years by protagonists who have sought to convert other sections of the country to their way of thinking. Furthermore, it can not be said that such activities have been confined solely within the boundaries of the United States.

Behaved With Dignity and Restraint.

Twenty-one negroes held seats in the House of Representatives between the fortieth and fifty-sixth sessions of Congress. With their wives they attended official functions and are said to have deported themselves with becoming dignity and restraint. Like all self-respecting negroes of today, they did not push themselves or seek what the South refers to as social equality. But they did accept the complimentary considerations to which they were entitled by reasons of position.

Negro congressmen of another day and time were: Richard H. Cain, of South Carolina; H. P. Cheatham, of North Carolina; Robert C. Delarge, of South Carolina; Robert B. Elliott, of South Carolina; Jeremiah Haralson, of Alabama; John Hyman, of North Carolina; John M. Langston, of Virginia; Jefferson Long, of Georgia; John R. Lynch, of Mississippi; J. K. Menard, of Louisiana; Thomas H. Miller, of South Carolina; George W. Murray, of South Carolina; Charles E. Nash, of Louisiana; James E. O'Hara, of North Carolina; Joseph H. Rainey, of South Carolina; A. J. Ransier, of South Carolina; James T. Rapier, of Alabama; Robert Smalls, of South Carolina; Benjamin S. Turner, of Alabama; Josiah T. Walls, of Florida, and George H. White, of North Carolina.

They also were known for their hospitality, for they believed in entertaining as well as being entertained. The couple first lived at No. 909 M street northwest, which was the scene of many official and social affairs. Then they moved to a five-story brownstone house at 2010 R street northwest, near Connecticut avenue, an exclusive section of Washington. Senator James G. Blaine, Senator Stewart and Thomas Nelson Page were among their neighbors.

When her husband was in the Senate, Mrs. Bruce had her carriage and coachman and called on the wives of other senators. They, in turn, visited her home in accordance with etiquette as prescribed by official Washington. Nobody is known "to have thrown a fit" and there were no demagogues in either branch of Congress to raise the cry of "race supremacy." Mrs. Bruce numbered among her best friends the wife of Gen. John A. Logan.

The Bruces spent six months abroad on their honeymoon. In London they were presented to Queen Victoria and entertained by the United States diplomatic representatives at London and Paris.

Senator Bruce, also of an engaging personality, was popular with his colleagues. One of his closest friends and warmest admirers was Senator L. Q. C. Lamar, of Mississippi, an aristocrat and a member of one of the State's oldest and best families. The spectacle of the two men walking arm and arm down Pennsylvania avenue is always discussed when old-timers who know Washington history get together and delve into the past.

Mrs. Josephine Bealle Bruce was

NEGRO GUESTS AT WHITEHOSE SINCE 1864 LISTED IN REPORT

AID TO SECRETARY ISSUES STATEMENT DECARING MRS. HOOVER SET NO PRESIDENT IN DE PRIEST CASE

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SIX HUNDRED LOSE JOBS | RAYMOND DANIELS FOR

VASHINGTON POST: T

SOCIAL RECOGNITION OF NEGROES LISTED

Report From Davis' Office States Mrs. Hoover Set No Precedent.

FROM TIME OF LINCOLN

(Associated Press.)

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Wash Post
July 4, 1929

Rocklawn.
Garrison-on-Hudson.

Tuesday 4/24

Dear Sir

Was very much interested in reading up report in to-days N.Y. papers.—
I was in Washington in 1870 & 1871 as a young man as Rex'd Tony Parker who was then Secretary of State under Gen Grant Admin

I think the social items in Washington Evg. Star of those year will show the presence of several colored members of Congress at the White House receptions, Senators Bruce & Revell, & perhaps others —

Very truly yrs
J. Hamilton Fish

Fred'k Douglass was called
a member of Sec'y to
the Commission of which
Senator Benjn Wade
of Ohio & Mr Sam'l G
Howe were members
to visit San Domingo.
Fred'k Douglass dined
with my father &
was I think entertain-
ed by Gen Grant.
In 1870 - 1880 Mr
Preston was the Minister
from Hayti & he & his
family were entertained
by Gen. Grant

Copy

Rocklawn,
Garrison-on-Hudson,

New York, July 4, 1929.

Mr. Karl F. Phillips,
Division of Conciliation,
Washington, D. C.

Dear Sir:

Was very much interested in reading your report in today's N. Y. papers.

I was in Washington in 1870 and 1871 as a young man as Secretary to my father who was then Secretary of State under Gen. Grant's administration. Frederick Douglas was either a member or Secretary to the Commission of which Senator Benjamin Wade of Ohio, Dr. Samuel G. Howe, were members, to visit San Domingo. Frederick Douglas dined with my Father and was I think entertained by General Grant. In 1870 -- 1880, Mr. Preston was the Minister from Haiti and he and his family were entertained by Gen. Grant.

I think the social items in the Washington Evening Star of those years will show the presence of several colored members of Congress at the White House Reception, Senators Bruce and Revells and perhaps others.

Very truly yours,

(Signed) Hamilton Fish.

July 5, 1929.

Prof. J. Henry Lewis,
921 "S" Streets, N. W.,
Washington, D. C.

Dear Mr. Lewis:

Thank you for your generous commendation of July 4th, concerning the news item which appeared in yesterday's Washington Post. Your congratulations, however, are really due to Hon. James J. Davis, Secretary of Labor, and not to me. The compilation was made in accordance with his instructions. He is a fine, generous, and just official, who has done so much, to my personal knowledge, through these more than eight years, for those of our population who stand so much in need of a friend at court, that he is entitled to much gratitude and appreciation from our entire group.

I have served under him, in my present office, for more than five years. It is one of the most pleasurable periods of my whole life. If you would come in some time, I would be very glad to present you to the Secretary.

With kindest personal regards and all good wishes, I am

Very sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

July 8, 1929.

Hon. Hamilton Fish,
Rocklawn,
Garrison, N. Y.

My dear Sir:

I appreciate very much your kindly comment of July 4th in connection with the item appearing in Associated Press columns concerning the entertainment, at various times, of colored officials and others by Presidents of the United States. The compilation referred to was made by me by direction of the Honorable The Secretary of Labor, upon whose conciliatory staff it has been my privilege to serve for more than eleven years.

Being a native of New York State it is pleasing, particularly, to know that the compilation was interesting to such a distinguished citizen as yourself. Secretary Davis, to whom the full credit is due, is a fine, just official, who seeks always to reach truth and justice in connection with all matters. The items listed are a few of the outstanding ones which were most easily available. As you say, Senator Revells of Mississippi, and many other gentlemen of color were the recipients of distinguished courtesies from Reconstruction Days. Should the occasion present itself I should be glad to use your letter in some further publicity comments, but will not do so until you have given your consent to the same, if you so care to do. Rw.

Thanking you for your interest, I am

Respectfully yours,

Karl F. Phillips,
Commissioner of Conciliation.

1303 [illegible]

Washington, D.C., [illegible]

[illegible]

1321 [illegible]

Washington, D.C.

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Copy

1505 - 12th St., N. W.,
Washington, D. C., July 9, 1929.

Mr. Karl F. Phillips,
1628 "S" Street, N. W.,
Washington, D. C.

My dear Sir:

With the sole object of emphasizing the ignorance of the present generation of protestants against the de Priest incident, and not because my father would have it paraded before the public, I wish to add to the list of those persons of color who have been guests at the White House, the name of the Hon. Ebenezer D. Bassett.

On several occasions between 1869 and 1878, during his term as our first U. S. Minister to Haiti, and perchance our first national or Presidential appointee to any office, he was the recipient of official invitations by President Grant.

From one of these visits grew an amusing anecdote: The President, an inveterate smoker, had, as usual, presented him with a cigar, which was espied by the swarm of reporters upon his exit from the White House. One of these ventured to naievely comment upon his smoking a Presidential Havana. The next day this adroitly obtained news appeared in the daily press, -- that "The Minister was puffing," etc. And my father used to add that the General never afterwards proffered him another cigar.

As these visits were purely official and at the request of the President the above material may be aside from your purpose.

If, however, you can get in touch with Mrs. Victor R. Daily, one of your neighbors, you will learn that Mr. and Mrs. John F. Cook, her grandparents, had, among their treasures, an engraved personal invitation to some exclusive function at the White House. The greater the accumulation of evidence, the more silly any objectors of the future may be forced to appear.

Sincerely

U. S. Grant Bassett.

July 17, 1929.

Mr. U. S. Grant Bassett,
1505 - 12th Street, N. W.,
Washington, D. C.

My dear Mr. Bassett:

Your courteous letter of July 9th, addressed to me at 1521 "S" St., N. W., has been forwarded to me; and I want you to know how very grateful I am for your kindly interest in furnishing the interesting information concerning the social relationships between your honored father and President U. S. Grant. I have added this information to other material which has been slowly accumulating, and if the need presents itself in the future I shall be very glad to make use of it, as well as your kind reference to Mrs. Victor R. Daly. It was indeed very thoughtful of you to tender this information to the Department, and I assure you that the Secretary of Labor thanks you very much.

I am not sure, but I think I had the pleasure of meeting you at 941 Tea Street, N. W., through our mutual friend, the late George D. Jennifer; and I hope that I may have the pleasure of renewing the acquaintanceship very soon.

With kindest wishes, I am

Very sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

Rocklawn,
Garrison-on-Hudson.

July 21
'29

Karl F. Phillips Esq
Commissioner of Conservation
Dept of Agr
Washington DC

My dear Sir

I write to acknowledge the receipt of your courteous letter and to say that if my former letter can be of any service you

you are at liberty
to make use of
the same.

Very truly yrs
J Hamilton Fish

E. C. GLOVER

JOHN R. THORNTON, JR.

GLOVER & THORNTON
ATTORNEYS AT LAW
ABBEVILLE, ALA.

July 24th 1929.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Washington, D. C.

Dear Sir:

I wish to thank you for yours of recent date enclosing report on the subject: Various Entertainments at the White House.

I note that in 1886 President Cleveland entertained at the White House the Minister to Haiti. I presume he was colored. Will you please give me this definite information and the name?

In 1885 President Cleveland also entertained Fred Douglas; he dined with the President. Is it not a fact that his (Douglas') wife accompanied him on this occasion?

Mr. Phillips, all this is important information for our people down here; they never get but one side of such questions. I shall greatly appreciate the favor if you will give me this additional information at your earliest convenience.

Thanking you in advance for the favor I am now asking, I am

Yours very truly,

E. C. Glover

E. C. Glover

SUBSCRIPTION RATES

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A SPLENDID ADVERTISING MEDIUM

The Gazette

Our Forty-seventh Year Estabished Aug. 25, 1883, and issued every week on time since by

Harry C. Smith, Editor and Owner

226 W. Superior Ave. Cleveland, Ohio

Phone: Cherry 1259

Cleveland, Ohio
July 18, 1929

Mr. Carl F. Phillips
U. S. Department of Labor
Washington, D. C.

Dear Friend:

Your letter of the 13th received and I am very pleased indeed to know that the little editorial note pleased. If my time had permitted, it would have been a more extended notice. The work referred to was timely and very important, as you well understand. Keep it up!

Our mutual friend (deceased), Phil H. Brown, if indeed he was not born in Ohio, lived for many years in the Southeastern part of the state near or on the Ohio River. He use to say with apparent satisfaction that he got his first newspaper training on THE GAZETTE, which, of course, pleased me very much.

I am with you heart and soul in the determination to fight as long as I live for every right and previlege due an American citizen. Our people are Americans, pure and simple, and must develope this spirit more generally and more rapidly in the near future. We can encourage them in this, and, of course, must do so.

I am glad to learn what you write relative to the Secretary of Labor. We have not too many such friends and need a great many more.

With best wishes for you, him and our mutual friend, Charley Hall, I am sincerely

Yours for the race,

H. C. Smith.

HCS/MR

August 7, 1929.

Mr. E. C. Glover,
c/o Glover & Thornton,
Attorneys-at-Law,
Abbeville, Ala.

My dear Sir:

Replying to your recent letter in further reference to "Various Entertainments at the White House, I am sending you herewith an additional print of information compiled by Mr. Lester A. Walton, of the New York World. This print apparently answers a portion of your letter.

In the brief time permitted for the preparation of the original report from this office, it was not possible to secure, accurately, the exact name and initials of the Haitian Minister who was the guest of President Cleveland, in 1886. For that reason, his full name was omitted.

The wife of Mr. Douglas accompanied him, I am informed, on practically all social occasions, and at one time it is stated she stood in the receiving line as an assistant hostess.

Trusting this information may be helpful to your purpose, I am

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

National Affairs—(Continued)

ways of the New York Shipbuilding Co. at South Camden, N. J. Third to be launched of the eight 10,000-ton cruisers authorized in 1924 (the first two: *Salt Lake City, Pensacola*), the *Chester* set a record for laying-launching time—one year, 59 days. Scheduled for completion by June 1, 1930, she typifies the long-range U. S. fighting craft which is most objectionable to Great Britain.

Cruisers Ordered. Quietly the Navy awarded construction contracts for five cruisers as the first third of the 15-ship replacement program authorized by Congress last winter. Three contracts went to Navy yards, two to private plants. Shortly the U. S. will have 130,000 tons of cruisers building simultaneously.

Planes Ordered. Contracts for 147 service and battle planes were let by the Navy. Ordered also were 168 motors. Total cost: $4,172,949.

Monster Seaplane. To the Glenn L. Martin Co. went a Navy contract for the largest, most powerful, fastest flying boat ever developed. Specifications: three Pratt & Whitney motors producing 1,725 h. p. Top speed, 140 m. p. h. Cruising radius, 2,000 miles. Crew, five men. Cost, $150,000. Construction time, one year. This all-metal seaplane will serve the Navy as a "fighting patrol."

Dirigibles for Offense. Up under the belly of the dirigible *Los Angeles* last week rose a Navy service plane. Both craft were traveling 60 m. p. h. On the top wing of the plane was a big hook. Down from the dirigible extended a rigid trapeze. The plane's pilot successfully maneuvered to engage hook with trapeze so that the plane hung there, was carried along. Three times the plane thus made successful contact. The experiment had been effected previously with smaller, semi-rigid Navy dirigibles, never with the big *Los Angeles*. Experts viewed the work as changing big dirigibles from observation vessels solely to mother-ships for airplanes, weapons of *offense*.

The *Los Angeles* is a non-military airship, received by the U. S. from Germany under an Allied agreement specifying that it be used only for training and experimental purposes, never for war. But the plane-hooking experiment furnished knowledge of speeds, stresses, handling, valuable in the fabrication of the Navy's two huge dirigibles, twice the size of the *Los Angeles*, by the Goodyear-Zeppelin Co. at Akron, Ohio. The new ships will have built-in hangars in which to store and carry planes.

Fast Tank. The Army sent a wicked-looking military contraption charging over a rough Maryland field and among sand dunes at 42 m. p. h. It was the newest thing in combat tanks. Powered by a 12-cylinder Liberty motor, it rushed 62 m. p. h. down a road on eight hard-rubber tires. In 14 minutes it was converted into a caterpillar tractor, ready to hurtle its ten tons, its three-man crew, its full armament, cross-country nearly four times as fast as any tank similarly armored had moved before.

RACES

First in Eleven Years

A Negro entered the U. S. Military Academy at West Point last week, the first Negro cadet in eleven years. Inevitably, press spotlights focused upon him, Alonzo

© P. & A.

ALONZO SOULEIGH PARHAM

Let other cadets "prove it."

Souleigh Parham, 20, of Chicago, appointed by Negro Congressman Oscar De Priest of Illinois (TIME, May 20).

Erect and alone, Cadet Parham approached "The Point's" vine-clad walls, walked through its arched entrance lugging a suitcase, wearing a dark suit, a grey cap. With 385 other cadets he presented himself at headquarters for the routine of enrollment. On his registration blank under "Father's Occupation" he wrote: "Nothing special." He took a bath, was given a close hair-cut, his undress uniform. His room was a single one in the south barracks. On the basis of height he was assigned to the Second Company where he got a place in the front rank. Late the first afternoon with other new cadets on the parade grounds he took his oath of allegiance to the U. S.

No flutter in the routine did West Point's officers permit Cadet Parham's presence to cause. Warned Major General William Ruthven Smith, Academy superintendent, "There will be no distinction made either officially or unofficially. Mr. Parham is here by law. . . . If any cadet thinks the white race is a superior race, he can go ahead and prove it."

Heywood Broun, New York *Telegram* colyumist, commented: "This young Negro . . . will be called upon to exercise as high a degree of courage as any flier who ever crossed the ocean."

Prior to Cadet Parham in West Point's history, many a Negro had applied for admission. Twelve got in, three were graduated as second lieutenants. The last Negro Cadet was James B. Alexander of Ohio who entered in 1918, resigned after six months. The cost to the U. S. of making an Army officer out of each West Point cadet, white or black, is $19,989.

Conciliation

For reasons unexplained but with apparent relation to the White House visit of Mrs. Oscar De Priest (TIME, June 24), the U. S. Department of Labor last week published a list of 15 occasions on which U. S. Presidents have socially entertained Negroes.

Secretary of Labor Davis was away for a holiday. The White House disclaimed knowledge of the list. It was issued by a Commissioner of Conciliation, Karl Phillips, Negro. Commissioners of Conciliation are assigned primarily to calming labor disputes.

The Phillips report was titled "Various Entertainments at the White House" and said that:

President Lincoln dined Frederick Douglass, Negro Abolitionist field worker in 1864, greeted him with "marked warmth" on his second inaugural reception.

President Grant entertained Louisiana's Negro Acting Governor Pinckney B. S. Pinchback and Louisiana's Negro Senator Blanche Kelso Bruce.

President Hayes "called socially" at the home of John M. Langston, Negro dean of Howard University's Law School; entertained Abolitionist Douglass.

President Cleveland entertained Abolitionist Douglass and the Negro Minister from Haiti.

President Roosevelt entertained Negro Recorder of Deeds & Mrs. John C. Dancy, Negro Registrar of the Treasury & Mrs. Judson W. Lyons. President Roosevelt "dined" the late famed head of Tuskegee Normal & Industrial Institute, Booker T. Washington.* After leaving the White House, Roosevelt had Assistant Attorney-General William H. Lewis, a Negro, as his overnight guest at his Oyster Bay home.

President Coolidge twice entertained Negro President Louis Borno of Haiti.

TERRITORIES

Governor Davis

Twenty-five years after his honeymoon trip there, Dwight Filley Davis last week returned to Manila. He was promptly inaugurated as ninth Governor-General of the Philippine Islands. His arrival caused a holiday. White men and Filipinos stood in the streets to cheer. In his inaugural address, he pledged himself: 1) to pursue the policies of his predecessor, Henry Lewis Stimson, now Secretary of State; 2) to oppose any limit on duty-free sugar to the U. S.; 3) to promote "an era of economic and industrial development." Independence he would not discuss.

*The meal was at midday. President Roosevelt's explanation was that Caller Washington arrived at the White House as he (Roosevelt) was finishing luncheon and to save time the President invited him into the dining room.

Williams, Mrs. Georgia

January 4, 1926.

The Director,
U. S. Bureau of the Census,
Division of Population,
Washington, D. C.

Dear Sir:

Will you be kind enough to make appropriate reply to the enclosed letter of December 29th, 1925, from Miss Georgia L. Williams, 20 Highland Avenue, Atlanta, Ga.

Thanking you, I am

Yours respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

January 4, 1926.

MissGeorgia L. Williams,
20 Highland Avenue,
Atlanta, Ga.

Dear Madam:

Your letter of December 29th, 1925, addressed to the "Division of Negro Economics" has been referred to the U. S. Bureau of the Census, Division of Population, with the request that you be advised concerning Negro literacy in the United States, concerning which the Census Bureau has reports and figures. This office has only to do with the general questions of labor, and the fostering and protection of same.

Yours respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

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Whitney, J. R. B.

National Negro Press Association

Benj. Davis-Atlanta, Ga.

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May 20, 1925.

Mr. J. R. B. Whitney,
General Director of Advertising,
National Negro Press Association,
3161 Albany Crescent,
New York, N. Y.

My dear Mr. Whitney:

I am indeed very glad to receive your letter of May 18th, and to know that you have been in conference with our mutual friend, Mr. W. C. Matthews. The matter of which you speak is dependent upon a general plan which I shall soon present to the Secretary of Labor for consideration and which is, as yet, still in the embryo stage. In the meantime, I shall await the word from Mr. Matthews, with whom I am in constant touch; and if I should come to New York within the next one or two weeks I shall be more than glad to meet you, personally.

With kind regards, I am

Yours cordially,

Karl F. Phillips,
Commissioner of Conciliation.

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Wilson, Robert E. Lee

January 6, 1926.

Mr. Robert E. Lee Wilson,

Wilson, Ark.

My dear Sir:

At the suggestion of Hon. Harry Dynes, Commissioner of Conciliation, U. S. Department of Labor, I am sending to you, under separate cover, a copy of the the Annual Report of the Secretary of Labor for the year ended June 30, 1925. I am taking the liberty of calling your attention to page 29 of the report, in order that you may note the special effort which Secretary of Labor James J. Davis has made to stimulate a high reciprocal regard between the employers of Negro workers and their personnel. In this connection, there are on file several additional bulletins and releases which I shall be pleased to forward to you, should you desire them.

Commissioner Dynes speaks very highly of the situation surrounding your acreage in Arkansas, and said that he hoped, if I was in the State soon, that I might have the privilege of visiting it.

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

Young, Adele N.

April 4, 1929.

Honorable Walter F. Brown,
Postmaster-General of the U. S.,
Washington, D. C.

My dear Mr. Brown:

May I ask your indulgence to review the enclosed file of papers, placed in my hands by Miss Adele N. Young, Apartment No. 9, 27 West 129th Street, New York, N. Y.

You will note that Miss Young has applied for the refund of $25.00 sent by her, through P. O. Money Order No. 309610, December 3, 1927, from Station J, New York, N. Y., to her Mother, Mrs. Margaret Turnbull, payment of which was never made. You will note that letter of Mr. J. J. Kiely, Postmaster, New York, N. Y., dated December 3, 1928, states that letter of payee (denying that payment has ever been made) was "transmitted to the Department at Washington *** as an aid in effecting payment *** which the Post Office Department at Washington will be requested to do."

Miss Young is a poor, but honest and energetic industrial worker of New York, whom I know to be of splendid character and deportment. It is a severe hardship for her to lose, or even to be delayed in the repayment of the $25.00 sent by her to her aged Mother.

May I ask that this matter be given urgent attention, and that you communicate with me as soon as you conveniently can concerning the status of the case and the possibility of immediate refund.

Thanking you, I am

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

Office of the Postmaster General
Washington, D.C.

April 17, 1929.

Karl F. Phillips, Esq.,
Commissioner of Conciliation,
Department of Labor.

My dear Mr. Phillips:

In compliance with your request of the 16th instant, I take pleasure in transmitting herewith a form of bond to be executed by Miss Adele N. Young, the remitter of international money order No. 309610, purchased at Station J, New York, N. Y., on December 3, 1927, for payment in Nicaragua.

Miss Young should have the bond executed either by a regular surety company or obtain personal sureties known to and approved by the postmaster at New York. The latter will then complete the document and return it to this Department, and on receipt thereof an authorization for repayment will be drawn in her favor and sent to the postmaster at New York for delivery and payment.

Very truly yours,

John H. Bartlett

Acting Postmaster General.

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April 18, 1929.

Miss Adele N. Young,
Apartment 9,
27 West 129th Street,
New York, N. Y.

Dear Adele:

As you already know, it has given pleasure to this office to make official business of your entire matter concerning the International P. O. Money Order. Hence, this official letter, which, as you will see, is rapidly bringing the matter to a close.

Please note carefully the enclosed letter from Hon. John H. Bartlett, Acting Postmaster General, and note the enclosed blank indemnity bond, which is to be signed and executed by you and a surety company. If you are in doubt about a surety company, call up Attorney Lattimore, Haddingway 7352 in the day, and Bushwick 4018 in the evening, and he will gladly direct you to a surety company. The fee will be very small for the company's services in executing the bond. Or, if you have two friends who are known to the N. Y. postmaster, they may sign with you and eliminate the cost. This office would be glad to have the bond executed by a Washington company were it not for the fact that apparently the Postmaster General desires a New York company, for the reason that, as you will notice, payment is to be made to you through the New York postmaster. Kindly see that the instructions in the second paragraph of the Postmaster General's letter are carefully followed, and repayment will be made promptly to you.

Your entire file of papers is returned for purposes of identification, etc. When you have completed the entire transaction, the letters which have been officially directed to this office should be returned to me for the files here.

Assuring you that it is a pleasure to assist in this matter, I am

Sincerely,

Karl F. Phillips,
Commissioner of Conciliation.

Women's Activities

DEPARTMENT OF LABOR

First Analysis Made By

U.S.Women's Bureau

of Material from Richmond Negro Survey

December 1928

No. 204
Ed. 4-19-28—300,000 GPO

ANALYSIS OF ECONOMIC SECTION OF NEGRO WELFARE SURVEY OF RICHMOND, VIRGINIA, 1925

Value of the Survey.....

Importance of study of economic condition of Richmond Negroes.....

Indications as to poverty among Richmond Negroes.....

Facilities for care of Negro dependents in Richmond.....

Employment of Negro population of Richmond.....

Earnings of laborers in Richmond and elsewhere.....

Earnings of bricklayers, carpenters, cement workers, and painters.....

Relative cost of living in Richmond.....

Earnings in slaughtering and meat packing.....

Low earnings of Negro women.....

Earnings in candy making.....

Earnings in canneries.....

Hours of Negro women in industry in Richmond.....

12-17-28-WM

U. S. Department of Labor
WOMEN'S BUREAU
Washington

ANALYSIS OF ECONOMIC SECTION OF NEGRO WELFARE SURVEY OF RICHMOND, VIRGINIA, 1928.

Value of the Survey

The material collected in the Negro Welfare Survey of Richmond gives, on the whole, an excellent picture of the situation of the Negro in Richmond and, in some of the divisions of the Survey, of the situations in Richmond as compared to that in localities having similar problems. It is apparent that an attempt is being made to attack a very complex social problem in as thorough and complete a fashion as possible, and to determine the causal factors the handling of which may advance or impede the general social progress of the community.

The Women's Bureau has devoted itself mainly to the analysis of the section on Economic Status and Dependency Problems, since it is that part of the study that comes more nearly within the province of the work of the Bureau and since it was understood that the Survey Committee desired that the Bureau consider more especially that section.

Importance of study of Economic Condition of Richmond Negroes.

The Bureau would urgently reiterate the suggestion of Dr. Will A. Alexander, Director of the Commission on Interracial Cooperation, "that a careful investigation be made of the economic conditions among Negroes." (Survey, economic section, page 10).

This type of study is rare, no doubt because of its great difficulty, but it is fundamental if the desire is to treat underlying causes rather than effects. In the present order of society, a reasonable amount of leisure time and a wage adjusted to the demands of decent living in any given place are indispensable bases upon which the physical and mental health of that place must rest. Upon these depends the possibility of securing

adequate housing, education and recreation, of effectively handling behavior problems, and of reducing delinquency, unfitness, and dependency. Where untoward conditions exist in any section of a city it is certain that they will react unfavorably upon the entire community.

The study of economic conditions in Richmond is of particular importance at this time, since, in common with other parts of the South, Richmond and Virginia are now experiencing an accelerated industrial development. This is a healthy condition if the current wages are adequate to the cost of living and if the improvement in hours of labor and in working conditions is keeping pace with the industrial growth. The measure of the factors involved and possibly also the adjustment of some of them is necessary as a basis for any permanent improvement in the social state of the city.

Indications as to Poverty among Richmond Negroes.

While Negroes formed 28.7 per cent of the population of Richmond in 1927, only a little more than 2 per cent of the city taxes assessed fell on their property. (Survey, housing section, page 1, and economic section, page 4). This may indicate what would be expected, the existence of a large degree of poverty among Negroes. In addition, while room rent in Richmond does not appear high compared to that elsewhere (Survey, housing section, page 5), various authorities testify to the fact that Negroes ordinarily have to pay more for accommodations less adequate than those obtained for smaller sums by whites.

The capacity of boarding homes is given at 503, of which 18.7 per cent are Negroes. (Survey, economic section, page 9). It is probable that even for whites such boarding facilities are inadequate to the need, and on the present basis those for Negroes would have to be increased about one-

half to provide for them in proprotion to the per cent they form of the population. Some expenditure for boarding accommodations that could be rented at a moderate price would appear to be much more simple than the solution of many of the other economic problems and would undoubtedly afford a return in helping to form a solution for certain types of behavior problems. In this connection, the Travellers' Aid Society suggests a special need for a moderate priced lodging place for men. (Survey, behavior section, page 8).

Facilities for Care of Negro Dependents in Richmond.

Of the 3,091 cases handled by the City Social Service Bureau in 1927 (Survey, economic section, page 5), 29.1 per cent were Negroes, and of the 1,849 cases of the Family Service Society during the same period (Survey, economic section, page 6), 28.5 per cent were Negroes, while of the $39,031.99 spent in relief by the latter, 26.5 per cent went to Negroes. This indicates the care of the Negro poor in a proportion similar to that formed by their race in the population, but does it indicate their care in a proportion to the need that is suggested by the small per cent of the city tax assessed upon them.?

The capacity of private institutions for adult dependents - exclusive of two institutions for whites - is given as 342. Of this space, that available for Negro dependents forms about 17 per cent (Survey, economic section, page 6), while Negroes in the population form 28.7 per cent. However, the proportion Negroes form of the 850 persons admitted to the City Home (Survey, economic section, page 5) is about 50 per cent, which is so far above their proportion in the population as to more than make up for the small proportion of space provided for them in the private institutions. Here again, the provision for Negroes should be compared rather with extent of their poverty than with their porportion in the population.

So far as institutional homes for children are concerned, the best authorities on social problems now advise against them and in favor of aid to mothers and of home placing. Since the extension of this type of facility is considered undesirable, therefore, it would be of little significance to consider the provision made for it, except for the fact that it is possible that owing to widespread Negro poverty, this method of handling will have to be continued somewhat longer for Negro than for white children.

The measure of a city's charity and of its care of adult dependents is by no means the measure of that city's well-being. If there is much poverty the needs of the poor must be met, but merely to continue to meet them is little more than a palliative measure. However efficient the organization for this purpose, it must be strongly supplemented by the formation and pursuit of policies leading to more permanent results. The Survey Committee would be wise to make some plan for measuring the degree of Negro poverty, for comparing it with the degree of white poverty in Richmond, and of white and Negro poverty elsewhere, and for noting the measurable factors that may have contributed to its diminution in other places. Undoubtedly the Department of Public Welfare or some other local agency has already secured data contributory to this phase of the study.

Employment of Negro population in Richmond.

The proportion of wage earners is larger in the Negro population of Richmond than in the white. The census of 1920 gives the white population as 117,574, the Negro as 54,041. 1/ The number of white children under 10 years

1/ U. S. Bureau of the Census. Fourteenth census; 1920. v. 3. Population. Page 45, table 11.

of age was 21,573, of Negroes 9,287. 2/ The number of persons 10 years of age,

2/ Ibid. p. 1,060, table 8.

and over engaged in gainful occupations was 49,762 whites and 30,030 Negroes. 3/

3/ U. S. Bureau of the Census. Fourteenth census: 1920. v.4, Population, Occupations, p. 368, table 13.

Since the Virginia child labor law does not admit of the employment of children under 12 in any occupation, these figures are fairly complete designations of the wage-earning population, which is 51.8 per cent of the total white, 67.1 per cent of the total Negro population, each of the age of 10 years or over.

In the industries for which the survey report gives the numbers of white and Negro workers, Negroes formed the following proportions of the wage earners - salaried workers excluded: 4/

4/ The figures taken from the Report of the Virginia Commissioner of Labor give the numbers of white and of Negro wage earners, but it is not stated whether any of the salaried workers were Negroes. In estimating the proportion of Negroes in the industry, therefore, the total of wage earners only has been taken and salaried workers have been left out of account. If few of the salaried workers in an industry were Negroes, it would make the proportion of Negroes to all workers in that industry smaller than the proportion of Negroes to all wage earners in the industry.

Fertilizer and guano	87.5
Canneries	71.3
Candy and chewing gum	71.2
Brick and tile	65.6
Tobacco	64.2
Abattoirs and meat packing	48.5
Bakery products	23.9

(Survey, economic, section, pages 2 and 3)

A study of industries in which such large proportions of Negroes are employed would yield information which would throw light upon their general economic situation.

Economic Status of the Negro Worker in Richmond.

The importance of firm economic foundations as a basis for

reducing dependency and delinquency and for assisting in the solution of other social problems has already been emphasized.

In most of the cases cited Negroes received less than white workers. (Survey, economic section, pages 1 and 2). Some attention should also be given to the adequacy of earnings in the more important Negro-employing industries of Richmond as compared to those in the same industries in cities similar in location or in composition of population. Such a comparison may be made by considering rates taken from the Report of the Virginia Commissioner of Labor in connection with such records as are available in regard to earnings in the same industries, and where possible in the same occupations, elsewhere. Data which may be used for this purpose are made available by two bureaus in the U. S. Department of Labor, the Bureau of Labor Statistics and the Women's Bureau.

The Bureau of Labor Statistics reports the wage rates of common labor and the union wage scales of bricklayers, carpenters, cement finishers, and painters, and has made a recent study of the meat packing industry. The Women's Bureau has made studies of candy making in two large cities and of canneries in two States, both industries involving many women workers, will shortly publish a study of Negro women in industry in 15 States, and is soon to complete a study of women in the slaughtering and meat packing industry, and a study of laundry workers in 22 cities in 16 States, some of which are in the South.

As a corollary to the information in regard to relative wage payments in Richmond, it would be necessary to ascertain the cost of living in Richmond as compared to that in other cities, and the cost for Negroes as compared to that for whites. For the former the cost of living figures compiled by the Bureau of Labor Statistics may be used; for the latter,

it is probable that the best approach would be in a comparison of the living costs of whites and Negroes who were working in the same industries and for whom earnings could be ascertained.

While it has been indicated that the cost of rooms tends to be higher for Negroes than for whites, a much smaller proportion of the former than of the latter are paid at the highest rates in the seven industries reported, in five of which, as has been stated, there are more Negro than white wage earners. (Survey, economic section, pages 2 and 3).

The proportion of all the workers in each industry who received the highest earnings can be ascertained, but the exact proportions of whites and of Negroes receiving the highest earnings can not be given, since the data does not include the following: number of the salaried workers who were Negroes, if any; number of those receiving the highest earnings who were salaried white or salaried Negroes, and number who were wage earners. In addition, in order to form a still more accurate idea of relative payments, it would be necessary to know the differences in the types of occupations engaged in by whites and by Negroes in cases in which they were in exactly the same occupations, and the earnings of each racial group.

Earnings of Laborers in Richmond and elsewhere.

In the list of occupations under "General Contracting" in the Report of the Virginia Commissioner, the wage of laborers is given at $3.25 per day for white and $3.06 for Negro workers. (Survey, economic section, page.1). On January 1st, 1927, the average entrance rate for 128,720 adult male common laborers in 13 important industries was found by the Bureau of Labor Statistics to be 43.2 cents per hour; in July it was 42.6 cents. 5/

5/ U. S. Bureau of Labor Statistics. Monthly Labor Review, vol. 25, no.4. October 1927. pp. 126, 127.

In a 44-hour week this would mean $19.00 in January, $18.74 in July. The Virginia figures for whites would give $17.87, for Negroes $16.83, where a Saturday half-holiday was allowed. For the South Atlantic States, the Bureau of Labor Statistics found the average entrance rate for 13,741 laborers to be 31.5 cents, and at 44 hours this would yield weekly earnings of only $13.86, a figure considerably below that of the earnings of Negro labor in Richmond. Even with a 50-hour week, the South Atlantic average would bring in only $15.75.

Earnings of bricklayers, carpenters, cement workers, and painters.

Records of union scales of wages and hours in Richmond and in other Southern cities show a 44-hour week prevailing for bricklayers, carpenters, cement finishers, and painters. In Richmond the hourly rate for bricklayers during 1927 is given at $1.25, the lowest except that of Charleston, S. C., which was $1. Other cities reported in the United States having a rate of $1.25 were Fall River, Minneapolis, New Orleans, and St. Paul. Of other cities in the south, Atlanta had a rate of $1.40, Jacksonville, Louisville, and Birmingham of $1.50, Baltimore of $1.625, and Memphis of $1.625.

The rate in Richmond in comparison with that in other cities came somewhat farther up in the list for carpenters than for bricklayers. The Richmond rate was 90 cents, that of Charleston for 44 hours was 75 cents, of Atlanta 80 cents. Jacksonville, Louisville, Memphis, and Birmingham had a rate of $1.00, Baltimore of $1.10.

For cement finishers the Richmond rate was $1.00, Atlanta and St. Paul having the same, Memphis $1.125, and Birmingham, Baltimore, Jacksonville, and Louisville, $1.25.

Richmond painters had a rate of 80 cents, those of Charleston 55, of Atlanta 85, of Baltimore and Jacksonville, $1.00, and of Birmingham, Louisville, and Memphis, $1.125.

The foregoing are union wage rates. Such rates in Richmond were higher for bricklayers than for those in the other occupations and compared not unfavorably with those in 2 other Southern cities, falling below those in 6. For carpenters, cement finishers, and painters the Richmond rates compared less favorably with those of other Southern cities. Rates in those industries in Richmond usually did not compare favorably with those in parts of the country other than the South. There is indication that many of the workers in Richmond in these industries do not benefit by a week's wage so high as that formed by the union hourly average received during a 44-hour week, since the average daily wage rate current in 1927, as given in the Report of the Virginia Commissioner, forms a weekly rate for both white and Negro carpenters, cement workers, and painters, and for Negro bricklayers, below the union rate. 6/

6/ U. S. Bureau of Labor Statistics. Monthly Labor Review. Vol. 25, no. 3. September 1927, pp. 113 - 126.

Relative cost of living in Richmond.

Unless the cost of living in Richmond is considerably below that in other Southern cities, the wages received there would seem, from the data in regard to the industries discussed in the foregoing, to be somewhat less adequate than wages elsewhere. The per cent of increase in the cost of living from December 1917 to December 1926 has been estimated for Atlanta, Birmingham, Memphis, New Orleans, and Richmond, respectively, as 17.4, 17.8, 19.9, 21.7, and 19.3 per cent. 7/

7/ U. S. Bureau of Labor Statistics. Monthly Labor Review. Vol. 24, no. 2. February 1927. pp. 176 - 180.

In this list Richmond stands midway in increase in living cost.

While it is difficult to estimate relative living costs, some indication may be obtained from the retail prices in different cities. In December, 1926, the average price of bituminous coal per ton of 2000 lbs. was higher than in Richmond in only 3 of 12 representative Southern cities reported by the Bureau of Labor Statistics. 5/ The average retail prices of

5/ U. S. Bureau of Labor Statistics. Retail prices 1890 to 1926. Bul. no. 445. 1927. pp. 202 - 207.

43 food products during 1926 are available for the same cities. If 12 of the more important of these staples be considered, it is found that prices of fresh milk, bread, fresh eggs, and rolled oats were comparatively low in Richmond, while prices of meats, butter, potatoes, and bananas were relatively high. The prices of coal and of the 12 food products in 12 representative Southern cities may be seen from Table 1, appended.

Fresh eggs and bread cost more in Baltimore than in Richmond, 7 of the 12 food products included more in Atlanta, 5 of the 12 more in Birmingham, coal and milk more in Houston. Among the 12 representative Southern cities Richmond stands third in low price of fresh milk, fourth in that of bread, fifth in that of fresh eggs and of rolled oats, sixth in that of coffee, eighth in that of hens and of potatoes, ninth in that of coal and of round steak, eleventh in that of chuck roast and of bananas, while lamb and butter are higher in Richmond than in any other of the 12 cities.

From these data it would appear that the cost of living is no lower in Richmond than elsewhere in the South, while the earning possibility is somewhat less for one of the poorer sections of the population as shown by consideration of the earnings of laborers, and for workers in those few unionized trades for which data are available.

Earnings in slaughtering and meat packing.

About one-fourth of the n workers in abattoirs and meat packing plants for whom earnings were reported by the Virginia Commissioner received over $25 per week, although even if there were no Negro salaried workers the proportion of the Negro wage earners who received so much would amount to only 2.3 per cent. (Survey, economic section, p. 2). A study made by the Bureau of Labor Statistics of 50,207 men in 86 slaughtering and meat packing establishments at the end of 1927 showed the average full-time weekly earnings to be $25.64, so that more than one-half must have received over $25, or the earnings of an appreciable proportion must have been considerably higher. 9/ In the same study, however, 7,146 women had average weekly earnings of only $17.87, and the men and women together had an average of $24.70. Of these workers, 637 in 2 plants in Maryland had an average of $25.26; 2,136 in 5 plants in Texas an average of $23.15; 1,030 in 2 plants in Oklahoma an average of $21.98; and 172 in 3 establishments in Florida and Georgia an average of only $19.97.

9/ U. S. Bureau of Labor Statistics. Monthly Labor Review. Vol. 26, No. 4, April 1928, pp. 105 - 115.

Occupations of the 599 Negroes included in the Virginia Report are not given, and it would be obviously unfair to attempt a complete comparison with the earnings reported by the Bureau of Labor Statistics for any particular occupations. In a recent study of Negro women made by the Women's Bureau, however, 880 of the workers included were in 9 slaughtering and meat packing establishments in 3 States, and of these many were in occupations such that they would be classified under labor or general work. It will not be out of place to note the average earnings of male laborers as reported in the

Bureau of Labor Statistics study. These were as follows:

874 in cattle killing departments	$22.28
818 in hog killing departments	22.54
133 in casing departments	22.29
995 in sausage departments	21.69
398 in canning departments	21.26

It will be seen that none of these 3,218 laborers received as much as $25. General workers earned somewhat more than laborers, the average for 92 in casing departments being $28.03, and for 96 in canning departments, $24.04. Laborers in the districts studied which included establishments in the Southern States, Florida, Georgia, Maryland, Oklahoma, and Texas, received less than did those in the districts including States in other sections, 14 in hog killing having an average of $20.36, and 33 others an average of $16.24; 20 in cattle killing an average of $16.44 and 92 others an average of $19.48. The average earnings of the women were below those of the men in every department where both men and women worked. In casing departments, 204 women general workers had average earnings of $18.54, 185 in sausage departments an average of $17.66, and 252 in canning departments an average of $16.70. 10/

10/ Ibid. pp. 106-114.

While the foregoing data give some basis for comparisons, these could not be exact without more complete information as to the average earnings of the Negro wage earners in this industry in Richmond, both male and female, and the occupations, especially those of the 14 who received above $25.

Low earnings of Negro women.

It is apparent that among Negroes as among whites, women earn less than do men. That earnings in Virginia are lowest in the industries employing many women is indicated by the fact that in each of the three of

these so reported, candy and chewing gum, canning, and tobacco, the range of highest earnings was lower than in any of the other industries reported. (Survey, economic section, pages 2 and 3.) The proprotion of workers receiving the highest earnings was smaller in candy and chewing gum, in canneries and in tobacco than in abattoirs and bakeries, presumably employing more men. Fertilizer and guano plants had the largest proportion of Negro wage earners, while next in order came canning and candy and chewing gum.

Without knowing the number of women it can be less accurately ascertained whether a larger proportion of Negroes than of women were affected by the low pay. In the third of the woman-employing industries, however, and that in which the high range of earnings was lowest of all, tobacco, the proportion Negroes formed of the total number of wage earners was somewhat smaller than in brick and tile plants, in which the employees were chiefly men, and the average daily wage rates reported for bricklayers were high in relation to those in other branches in general contracting. (Survey, economic section, page 1.)

Earnings in candy making.

In the candy and chewing gum plants reported in Virginia, 9.6 per cent of all workers received over $20. If there were no Negroes on salaries, the proportion of the Negro wage earners receiving these earnings would amount to only 2.2 per cent, although 71.2 per cent of the 1,762 wage earners reported were Negroes. The Women's Bureau recorded the earnings of 1,832 women in candy plants in Chicago and 579 in St. Louis at the end of February, 1921, a time which, while it included the pre-Easter activities, the second high peak period in the year's work in the industry, fell within the months of heavy post-war depression. At that time 14.6 per cent of the Chicago and

5 per cent of the St. Louis workers received $20 or over, a proportion much higher than that of the Virginia Negroes receiving similar amounts in 1927, and in Chicago higher than that of both the Virginia white and Negro workers together who received $20 or over. 11/

11/ U. S. Women's Bureau. Women in the Candy Industry in Chicago and St. Louis. Bul. 25, 1923, p. 25.

Earnings in canneries.

In the canneries included in the report of the Virginia Commissioner only 2 per cent of all those reported received $20 or over. If there were no Negro salaried workers, the number of Negroes receiving these sums would amount to only 3 per cent of the Negro wage earners, although 71.3 per cent of the 3,546 wage earners reported were Negroes. (Survey, economic section, page 3). Comparisons may be made with studies of women in the same industry in Washington in 1926 and in Delaware 1924. It must be remembered that these are studies of women only, while the Virginia figures for Negroes include both men and women.

Of the 2,876 reported in fruit and vegetable canneries in Washington, 171, nearly 6 per cent, received $20 or over for the week. Of these 1,152 had worked for 40 hours or longer or on 6 days of the week, and of these latter 14.4 per cent received the equivalent of $20 or over. In Delaware the data in regard to white and Negro women were separately given. Only 2.6 per cent of the 797 white women included received $20 or over. Of these 304 had worked for 50 hours or over or for 6 days, and of these latter 6.6 per cent received $20 or over. Of the 179 Negro women studied, 14 had worked for 5 days or over, and of these only 5 received as much as $10 and none as high as $18. 12/

12/ U. S. Women's Bureau. Women in the fruit growing and canning industries in the State of Washington. Bul. no. 47, 1926. Pp. 195 - 198. Ibid. Women's employment in vegetable canneries in Delaware. Bul. no. 62, 1927. Pp. 5, 6.

A larger proportion of the workers reported in the Washington fruit and vegetable canneries than of those in the Virginia canneries had earnings in the higher ranges. Such earnings were received by a larger proportion of the white women in Virginia than in Delaware, but a smaller proportion of Virginia Negroes appear to have been so paid. Some Virginia Negroes, however, were much better paid than any of the Negro women in Delaware, only 8 of whom received $10 or over, none as much as $18, and 77.7 per cent less than $7. The earnings of the Virginia workers who worked full time are not separately listed.

Earnings in Tobacco.

In the tobacco plants included in the Virginia Report, the highest range of earnings, $18 or over, was lower than that in any other industry given. Week's earnings of $18 or over were received by 13.6 per cent of all the workers reported, the proportion of Negroes receiving such amounts, provided no Negroes were on salaries, would run to only 7.2 per cent, although 64.2 per cent of the wage earners reported in the industry were Negroes. Here again it would be necessary to know the exact occupations engaged in before entirely accurate comparisons could be made.

Studies made by the U. S. Women's Bureau in cigar and tobacco factories in 7 States have shown that the earnings of Negro women in this industry are ordinarily quite low, although a few cases of comparatively high earnings may be found. In 1 establishment in Georgia, the median of the earnings of 66 Negro women was only $6.55, although the period of survey was during the post-war high price peak; the yearly median for 5 of these women was only $413. The median means that one-half of the number given earned more, one-half less, than the median figure. If a woman earned only $6.55 she would have to

work 63 weeks, or a full year and 11 weeks, to earn $413. To earn the same amount at $18 per week would take about 23 full weeks, considerably less than half the year. In each of 4 States the median of the Negro women for whom year's earnings were reported was less than that in Georgia. In Ohio for 21 women surveyed in 1922 and in Kentucky for 25 studied at the end of 1921, during a depressed period, the median of year's earnings was higher than that for the 5 Georgia women. Table 2, appended, shows the medians of earnings of the Negro women studied by the Women's Bureau in the States of Georgia, Kentucky, Missouri, New Jersey, Ohio, South Carolina, and Tennessee, the variation between the rates bargained for and the amounts actually earned by those women for whom both rates and earnings were reported, and the year's earnings reported.

In a few cases in certain occupations relatively high rates of pay or relatively high earnings were recorded. In Kentucky in 1921 a drum operator with a rate of $16.50 earned $17.50; a box truck girl had a rate of $19, though earning that week only $8.40; and of 3 others with a rate of $15, one earned $15.60, one $14.10.

In Missouri, studied in April 1922, 4 feeders had respective week's earnings of $11.50, $15.45, $16.20, and $20.25. The median of the rates for 15 pickers was $15.20, but that of their earnings only $12.50. The median of the rate for 20 leaf spreaders was $15.25, but only 10 of these earned $12.65 or over. The median of the rate for 5 leaf shakers was $15.50, of their earnings $15.25; of the rate for 13 wringers $15.90, of their earnings $15.50.

In Ohio, studied in September 1922, when industry had practically recovered from the depression that was at its lowest point in 1921, 4 leaf

spreaders earned, respectively, $16.10, $22.19, $23.92, and $25.20.

Tennessee was studied early in 1925. One Negro woman who wrapped, packed, and boxed tobacco received $16.50. The median of year's earnings of 5 twisters was $725, the highest year's median found in any occupation in tobacco factories. The number involved was, however, very small. The median week's earnings for the 48 reported was $12.60, and to earn $725 a worker receiving $12.60 would have to work slightly over 57 full weeks. One-fourth of the total number reported both rates and earnings, and the median of the earnings of these 12 women was $7.15, the median of their rates only $7.10.

Hours of Negro women in industry in Richmond.

In view of the fact that the health of women is of especial importance to the community and to the race, and that many authorities have testified to the danger of too intense a fatigue from long hours of labor, it is of value to consider one other phase of the economic condition of Negroes in Richmond; The relative length of the hours of labor prevailing for women.

The matter of the length of working hours is of especial importance in relation to women, since shorter hours have been obtained by the labor unions to a much greater extent for occupations engaged in by women. Although data are not given in regard to the extent of organization of Negro men in Richmond, and they are probably less widely organized than white men (Survey, economic section, page 2), they have undoubtedly benefitted more than have Negro women from the shortening of hours in industries in which more men than women are engaged.

Two additional reasons for the particular importance to the community of hours of a reasonable length for women workers are well expressed

in the following quotations:

> Although men frequently have some home responsibilities it is a well established fact that women, on the whole, carry a much heavier burden in this respect. Special emphasis, therefore, must be laid on the fact that the problem of homeresponsibilities makes a shorter working day of even greater necessity to the woman in industry than to the man. 13/

13/ U. S. Women's Bureau. Standard and scheduled hours of work for women inindustry. Bul. No. 43. 1925. p. 9.

> Experience has shown us that women have suffered from industrial conditions, and that they have actually suffered in a way that men have not, because women are the bearers of children and responsible for taking care of the home. 14/

14/ U. S. Women's Bureau. What industry means to women workers. By Mary van Kleeck. Bul. No. 31. 1923. p. 8 .

The foregoing statements would appear tomapply with even greater force to the Negro than to the white population of Richmond, since in 1920, the latest date for which figures are available, a much larger proportion of employed Negro women than of employed white women in Richmond were married. Of the 13,550 white women engaged in gainful occupations in Richmond in 1920, 12.6 per cent were married, while of the 13,084 Negro women so engaged 40.3 per cent were married. (Survey, economic section, page 10).

At the request of the Governor of Virginia and in cooperation with the Bureau of Labor and Industrial Statistics in the State, the U. S. Women's Bureau made a study of the hours and conditions of 9,819 women in representative Virginia manufacturing industries in 1919. More than one-third of these women were employed in Richmond, and nearly one-half of those studied in Richmond were Negro women employed in 25 plants, 10 of which were tobacco factories. About 42 per cent of all the white and about 39 per cent of all the Negro women studied worked in Richmond. From these data separate tabulations for Richmond women had not heretofore been made, nor had the

data been tabulated separately for Negro women. This has now been done for the hours of Negro women, and, in addition, data have been prepared for a comparison of the hours of Negro women in Richmond, and in Virginia, with those in 6 other Southern States in which the Bureau has made similar studies. These data may be studied from the appended tables, 3, 4, and 5.

As would be expected, a very large proportion of the Negro women included, 58.3 per cent in Richmond and 63.9 per cent in Virginia, 15/

15/ Inclusive of Richmond in every case.

had a schedule of 10 hours, the ordinary legal maximum in Virginia. In the State 7.6 per cent had a 12-hour day, but none in Richmond had so long a schedule. In Richmond 30.8 per cent, and in Virginia 16.7 per cent, had a day of over 9 and under 10 hours, while 8.7 per cent in Richmond had a 9-hour schedule, and 2.3 per cent one of over 8 and under 9.

A more complete story is told by considering length of weekly hours, which, for a 10-hour day, would be 60 hours in a 6-day week, or 55 where a Saturday half-holiday was given. More than 40 per cent of the Richmond Negroes included and nearly 30 per cent of those in Virginia had a schedule of less than 55 hours. None in Richmond had a week of 58 hours or over, although 7.6 in Virginia had a schedule of 60 hours or more.

Of those studied in Richmond 41.7 per cent had a day of less than 10 hours, and states in which a larger proportion of those studied had a day of less than 10 hours were Alabama, Georgia, South Carolina, Kentucky, and Tennessee; in Alabama 44.5 per cent and in Georgia 23.9 per cent had a schedule of more than 10 hours, while in South Carolina and in Tennessee, as in Richmond, none had a day above 10 hours. In Mississippi 45.1 per cent had a 10-hour day, 37.7 per cent a day of over 10 hours. From these data it would appear that daily hours were shorter for larger proportions of the

Negro women studied in South Carolina and in Tennessee than for those studied in Richmond, shorter in Kentucky than in Virginia, while Alabama and Georgia had larger proportions at shorter but also larger proportions at longer hours than had Richmond. In Richmond 58.3 per cent of the workers had a schedule of 55 hours or over, and in Virginia 41.8 per cent had a schedule of this length.

States in which a larger proportion than that in Richmond worked for 54 hours or less per week were Georgia, Kentucky, South Carolina, and Tennessee. The proportion of employed Negro women who had the longer hour schedules in Alabama was nearly the same as in Richmond and greater than in Virginia, while in Mississippi 63.2 per cent of those included had a week of 55 hours or longer, as against 58.3 per cent in Richmond having a week of such length.

COPY

Stephens Lee High School
Ashville, N. C.
March 8, 1929

Miss Mossell Griffin
Philadelphia, Pa.

Dear Miss Griffin:

Please send me information on the following subject Resolved, That industrial education should receive spacial emphasis in the Negro High Schools. We are going to use the information in the North Carolina State Debate which will be held on April the fifth and will gladly appreciate whatever information you may give us either pro or con on the subject.

Sincerely thanking you for your service,

Yours truly,

W. S. LEE
Principal

COPY

March 11, 1929

Mr. W. S. Lee
Stephens Lee High School
Ashville, N. C.

Dear Sir:

Your letter dated March 8, 1929, received. Contents read with care. Realizing that the time is near at hand for your Debate, I am forwarding a copy of your letter to Mr. Carl Phillips of the Dept. of Labor, whom I am sure will be glad to serve you and give from his years of experience as one of the Secretaries in the Dept, of Labor, a great deal of valuable information. At this time, I happen not to have at my Philadelphia Office the data on North Carolina Industry. Everything is in Washington at our National Headquarters. Therefore, I feel it advisable that I take this course that you may not be delayed.

As Chairman of the Industrial Dept. of the N. A. C. W., I have been making a survey of Industrial Conditions among our people in this immediate section. I would mention the fact that approximately two thirds of the people now employed in Industrial Plants have recently migrated from Southern Territory. They are to be largely found among unskilled workers, and in many instances have little opportunity for promotion. That we may get around this problem, our Department is advocating the opening up of Industrial Training Centers, where those of our group may go and work out as we might say, their apprenticeships at these Institutions, which would enable them to go into a group of semi-skilled and if apt make skilled departments.

I am opposed to Industrial Education in High Schools. First, because if they are to cope with graduates in sections where Industrial Education is not a part of the High School Curriculum, something would go lacking. Second, the average pupil who is industrially inclined, resort to Trade School where a more thorough knowledge is received than could be given in High School, and therefore to inject the Industrial Program in High Schools, would be a great handicap. Upon entering Northern or Western Fields, they would find themselves incompetent and not able to cope with the general standardized Institutions.

If there is any further information I can give you, I will be glad to serve you, Thanking you in advance and hoping that what I have said will be of some service, I remain

Yours truly,

Industrial Chairman -
N. A. C. W.

March 13, 1929.

Mrs. M. Mossell Griffin,
1725 Bainbridge Street,
Philadelphia, Pa.

Dear Mrs. Griffin:

I have your letter of recent date regarding your pending conference in re industrial problems, etc.

I shall be glad to accept a speaking assignment for the afternoon of April 5th; but I am wondering if I may be permitted to suggest that you make a change in the subject assigned to me, namely, "The Problems of the Skilled, Semi-Skilled, and Unskilled," etc. Don't you think more good would result for my being permitted to deal in a general way with the whole industrial situation? Furthermore, it will recur to you that the divisions you have made embrace the entire subject, but are apt, under their designation, to confuse some of your attendants.

If you will permit me, I would rather deal with the subject upon a broader plane, touching upon the points which I know, from long experience, need special emphasis. At any rate, I thank you for the privilege of appearing upon your program and shall be glad to do my best to make a worth-while contribution to its success.

The letter from Mr. Lee is being given attention.

Sincerely yours,

March 13, 1929.

Prof. W. S. Lee,
Principal, Stephens Lee High School,
Asheville, N. C.

My dear Prof. Lee:

At the request of Mrs. M. Mossell Griffin, of 1725 Bainbridge Street, Philadelphia, Pa., I am sending you under separate cover several pamphlets and releases relating to the general subject of Negro labor, for use in preparation for the North Carolina State debate, to be held on April 5th.

With kind regards, I am,

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

K. F. Phillips

Women's Activities

March 15, 1929.

Miss Grace Abbott,
Chief, The Children's Bureau,
Department of Labor,
Washington, D. C.

My dear Miss Abbott:

Please find enclosed a letter which has been sent to me by one of the sponsors of the National Negro Health Week Program.

I am taking the liberty of supplementing Miss Pinkney's request with an appeal that you, yourself, or one of your able assistants speak to the Negro group at its meeting on March 27th. You know even better than I the pathetic needs of Negro children as to health information and advice; and I shall be grateful to you for lending your good services to the Negro Health Week promoters.

Thanking you, and requesting that you advise me in this matter, I am

Very respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

Miss J. A. Pinkney
52 Quincy Place NW
Wash. DC

Mar. 27 -
Parents-Tea

March 16, 1929.

Mrs. L. A. Pinkney,
52 Quincy Place, N. W.,
Washington, D. C.

Dear Mrs. Pinkney:

Replying to your recent request in connection with your program for "National Negro Health Week":

I took up the matter of a speaker by special memorandum to Miss Grace Abbott, Chief of the Children's Bureau of this Department. Miss Abbott has informed me, this morning, that she has assigned Dr. Frances C. Rothert, of the Maternity and Infancy Division of the Children's Bureau, to address your meeting on the subject of "Child Health" at your session on March 27th, at the Garnett-Patterson School.

Kindly take up with Dr. Rothert, at once, all details in connection with her appearance, such as hour of lecture, program, etc. Dr. Rothert is one of the Bureau's most interesting and informative lecturers.

Assuring you that this office is pleased to have been of assistance to you, I am

Yours cordially,

Karl F. Phillips,
Commissioner of Conciliation.

Women's Activities

April 5, 1929.

Mrs. M. M. Griffin,
Chairman, Industrial Division,
National Federation of Colored Women's Clubs,
Washington, D. C.

My dear Madam Chairman:

It gives me pleasure to extend to you the greetings of the Department of Labor upon the occasion of your conference, which opens today. I am sure that out of your deliberations there will come constructive results, in keeping not only with the aims of your organization but of benefit to the population with which it is in immediate contact.

I am glad that Miss Mary Anderson, Director of the Women's Bureau of this Department, and Mr. Karl F. Phillips, Commissioner of Conciliation in this office are assisting you in presenting some of the phases of the Department's activities. The Department of Labor, through its various bureaus and divisions will be glad at all times to cooperate with the public in general in connection with the furtherance of any of their official duties which pertain to your aims and purposes.

Wishing for you a most successful meeting, I am

Respectfully,

Veneros Atwater

MRS. SALLIE W. STEWART, President
MRS. DAISY LAMPKIN, Chairman, Executive Board

MRS. JOAN SNOWDEN, Organizer
MRS. JULIA WEST HAMILTON, Treasurer

National Association of Colored Women, Inc.

ORGANIZED, 1896

Affiliated with the National Council of Women, 1906
Affiliated with Frederick Douglass Memorial and
Historical Association, Inc., 1916
Incorporated, 1904

Mr Carl Phillips

Dear friend,

Your letter received all is well with me go to it you a re truly right and I am glad you called my attention to it. The thing you are going to give them is just what they will need.

I am getting letters in each mail they are truly coming my mayor is sending adelegate from our dept of welfare and the state is also so step on it and go as far as you like.

Will you kindly have some repys of your speech I am asking all on program to do this as it will be a great help to all who are present and again it looks as if we are really prepared for work.

Yours Truly
M. Mossell Griffin

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National Industrial Conference will be held at Headquarters of

The National Association Of Colored Women

12th and O Streets, N. W. Washington, D. C.

April 5th, 6th & 7th, Inclusive

Morning sessions - 10 A. M., to 1 P. M.
Afternoon sessions - 2 P. M., to 5 P. M.
Evening sessions - 8 P. M., to 10 P. M.

The conference is called for the purpose of getting in closer contact with the Industrial Workers throughout the United States and to plan a constructive program that will meet the needs of the group.

Rountable conference led by the outstanding Industrial Leaders of the country will be among the special features. Miss Mary Anderson of the Women's Bureau and Miss Christison of the Women's Trade Union and Mrs. Evelyn Reynolds, Industrial Secretary of the Armstrong Association of Philadelphia will be among those who will be on the program.

Conference with employers and employees getting all sides of the subject, open discussions and outline for the National Industrial Survey will be launched.

Sectional conferences and outline of program for the next year.

Every state is urged to send representatives. All clubs asked to send Industrial Chairman. Organizations not affiliated with the N. A. C. W., but who are working along industrial lines are urged to co-operate.

Conference fee two dollars. Room one dollar per night. Meals from forty cents up. For reservations write the Executive Secretary, Mrs. Minnie Scott, Headquarters N. A. C. W., 12th & O Streets, N. W., Washington, D. C.

M. MOSSELL GRIFFIN
National Industrial Chairman
Home Address - 1725 Bainbridge Street
Philadelphia, Penna.

Abbott

Send this out with your and Miss ~~Anderson's~~ name added. This was sent to clubs a month or so ago

Irish
Dr. Rolo Wilson

Bishop J. S. Caldwell
Mr. Austin Norris

Dear Friend:

For 33 years Frederick Douglass Memorial Hospital has been ministering faithfully to the health needs of the Negroes of Philadelphia.

With the enormous increase in Negro population and its consequent economic pressure and inadequate housing, the demands upon the hospital are greater than ever before. For that reason the hospital is today facing the greatest crisis of its long and useful career.

If the health of the Negroes of Philadelphia is to be adequately safeguarded, Frederick Douglass Hospital must have $75,000; half of the total need, and that right quickly. With the National health a matter of great concern, Douglass Hospital must have this money if it is to successfully do its share of Health Work in Philadelphia.

This money will be used as follows:

$20,000 - To liquidate mortgage indebtedness.

$15,000 - To wipe out maintenance deficit.

$40,000 - To complete the Nurses' Home. Work on this building was halted many months ago because of lack of funds.

$75,000 - For repairs and endowment.

Because we feel that the problem of Douglass Hospital is a problem for all the people, we are asking that you give it serious thought and fair consideration.

MRS. SALLIE W. STEWART, President
MRS. DAISY LAMPKIN, Chairman, Executive Board

MRS. JOAN SNOWDEN, Organizer
MRS. JULIA WEST HAMILTON, Treasurer

National Association of Colored Women, Inc.

ORGANIZED, 1896

Affiliated with the National Council of Women, 1906
Affiliated with Frederick Douglass Memorial and
Historical Association, Inc., 1916
Incorporated, 1904

Mr Carl Phillips .

Dear Friend,

I am sorry to put you to so much trouble but I am anxious to give this man what he wants and with out delay. So I am asking that you give any thing you may have in the office on this subject . At the begining of my administration you said if there was any thing you could do to help me you would Iam taking you at your word.

It a wonderful thing to have a big brother and Iam grateful for your many kindness. If you have any data that you think helpfull Iwish you would pass it on .

By the way Iwant to make up my program and I want you to speak on the following subject. THE PROBLEMS OF THE SKILLED CLASS-skilled and unskilled. This is for Friday afternoon April the fifth 3.P.M. please dont say no. I am expecting delegates from as far west as New M New Mexico and avery represenative group so I want to have a very fine program for them . Will you aid me in getting some more good speakers Miss Mary Anderson Speaks for me onthe fifth Miss Abbottis sending some one as she will be south.Mrs Coleman who has served as president of the international garment workers union located at Chicago Ill. also reports from state chr. Now the question Iam saking my self is where am I going from here. So it up to you to give me a little lift.

I want to go to press with my program complete this week so it will make the papers be next week . Please do your D- ha. good by big boy

Yours as ever

Mary Mossell Griffin

MRS. SALLIE W. STEWART, President
MRS. DAISY LAMPKIN, Chairman, Executive Board

MRS. JOAN SNOWDEN, Organizer
MRS. JULIA WEST HAMILTON, Treasurer

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NATIONAL HEADQUARTERS

Mrs. Minnie M. Scott, Executive Secretary
1114 O Street, N. W.
Washington, D. C.

April [illegible], 19[illegible]

Mrs. James Davis,
Department of Labor,
Washington, D. C.

Dear Mrs.

Your [illegible] letter [illegible] received [illegible] the delegates [illegible] Convention, [illegible] program [illegible] have been placed [illegible] minutes [illegible] will [illegible] a few days. As Director [illegible] Industrial Department, I will [illegible] provide [illegible] program [illegible] leave [illegible] me. I will [illegible] leave [illegible] you call [illegible] National [illegible], 1114 O Street, N. W.

Thanking you in advance for your cooperation,

I remain

Very truly yours,

Vi Mossell Griffin

[illegible]
of
the N. A. C. W.

Wenonah Cockrell

May 20, 1929.

Mrs. M. M. Griffin,
National Industrial Chairman,
1725 Bainbridge Street,
Philadelphia, Pa.

Dear Mrs. Griffin:

Will you be in the city tomorrow or Wednesday? I have some official business concerning which I should like to confer with you.

Sincerely,

Karl F. Phillips,
Commissioner of Conciliation.

Woman Outlook

U. S. DEPARTMENT OF LABOR
Women's Bureau
Washington

May 23, 1929.

THE WOMAN WHO EARNS

How important is it for you to keep the work places, where the women of your community earn their living, safe and comfortable for them? This is a question to be answered by citizens, employers, and employees alike. The Board of Health may do its best, but if it is not supported by an informed public opinion it may not be a very good best. Employers may believe they are maintaining clean, well-equipped factories and shops, and yet be ignorant of what constitute really first-rate standards for health and efficiency. And the women who do the work may be vaguely conscious of possible disaster without knowing where the dangers lurk until they are met face to face in some terrible form.

Educate your community!

The Women's Bureau has two new posters, done in black and white, each 30 by 46 inches, which may be had free of charge upon request. They are illustrated by actual photographs with which go amusing verses that tell their stories briefly and pointedly. For example:

"Stop! Look! and Listen!
This is the way
We teach Safety
Day by day."

Write to-day for "The Woman Who Earns—Keeping Her Work Place Safe and Comfortable."

Yours for better standards,

Mary Anderson

Mary Anderson, Director.

Women's Bureau

June 20, 1929.

Memorandum:

To: The Director of the Women's Bureau

Through Mr. H. L. Kerwin

Please permit me to request that your mimeographed release, No. 688, entitled "Study of Negro Women in Industry Released by U. S. Women's Bureau" be sent out to the entire listing of the Negro press.

The Negro Press List, of about 300 newspapers and selected names of individuals, is on file with the Chief of the Division of Publications and Supplies.

May I request for this office 25 copies of the study itself.

Thank you!

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

U.S. Department of Labor
WOMEN'S BUREAU
Washington

News Letter No. 59. June 24, 1929.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

California

Right to Fix Overtime Wages Sustained.

The right of the California Industrial Welfare Commission to set overtime rates of pay in industries exempt from the 8-hour law for women was sustained in a decision rendered in March by Superior Judge Desmond in Long Beach. Appeal was immediately taken to a higher court. The case in question involved the employment by the Curtis Packing Corporation of women in the canning industries in excess of 8 hours a day without paying the overtime wage rates required by the Industrial Welfare Commission.

Judge Desmond's decision specifically affects the legal right of the Industrial Welfare Commission to set overtime rates of pay, declaring that when the legislature delegates such power to specific groups or commissions the decrees of such commissions must have the force of legislative enactments.

New Law Affecting Waitresses.

The California Legislature of 1929, according to press reports, has passed an act which provides that waitresses shall not be required to lift more than 50 pounds or to carry a tray and contents weighing more than 10 pounds up or down stairs.

Connecticut

Two bills, one endorsed by the Consumer's League of Connecticut reducing the hours of labor for women from 55 to 49½ a week, and the second, endorsed by the Connecticut Federation of Labor, reducing hours to 48 a week have been rejected by this year's legislature.

Another bill, also rejected, provided for a commission to study conditions among aged dependent poor and to bring recommendations on old age pensions to the 1931 General Assembly.

Illinois

The bill providing an 8-hour day for women in industry again was defeated in the legislature this year.

Massachusetts

New Legislation,

Acts passed by the Massachusetts General Court of 1929 provide for an investigation by the Massachusetts Industrial Commission of the conditions affecting the textile industry and of the problem of unemployment in the textile and other industries. The Commission, newly created, is to consist of the Commissioner of Labor and Industries, the Commissioner of Agriculture and five unpaid members to be appointed by the Governor, one of whom, is to be a representative of labor.

Women's Bureau

The Commission is charged with the promotion and development of the industrial, agricultural, and recreational resources of the Commonwealth, and is authorized to conduct researches into the industrial, and agricultural situation within the Commonwealth, and to seek to coordinate the activities of unofficial bodies organized for the promotion of the industrial, agricultural, and recreational interests in the Commonwealth, and to prepare, print and distribute, books, charts, and phamphlets.

Minimum Rate Set for New Occupations.

A minimum rate of $14.65 a week for women and girls employed throughout the State in the boot and shoe cut stock and findings occupation is provided by a decree entered March 14 by the Minimum Wage Commission. This decree became effective June 1, 1929.

Under the decree the minimum rate applies to women 17 years of age or over who have had three months' experience in the occupation. Special rates of $10 and of $12 a week are established for inexperienced workers according to age and length of employment. For beginners 17 years of age or over with less than 3 months' experience, the minimum rate is $12 a week. For beginners under 17 years of age with less than 3 month's experience, the minimum is $10 a week, and after 3 months' experience, $12 a week.

The decree is based on the unanimous report of the wage board established for the occupation. The board submitted its report January 9, 1929. The public hearing on the determinations was held on February 7. The formation of the board and the entrance of the decree follows an investigation made by the Commission in February and in March 1925. The entrance of this decree brings 21 occupations under the minimum wage decrees.

Rules Adopted Against Common Towel and Common Drinking Cup.

The Department of Labor and Industries on February 19, 1929, adopted rules regarding the use of the common drinking cup and common towel in industrial establishments. These rules became effective May 1, and are as follows:

> On and after May 1, 1929, it shall be unlawful to provide a common towel or common drinking cup in any factory, workshop, manufacturing or mercantile establishment in this Commonwealth.

The common drinking cup as used in these regulations shall be constituted as meaning "any vessel used in conveying water to the mouth and available for common used by employees". The term "common towel" as used in these regulations shall be considered to mean a roller towel or a towel available for use by more than one person without being washed after such use.

These rules were adopted under authority of section 113 of chapter 149 of the General Laws which provides that: "Every factory, workshop, manufacturing, mechanical and mercantile establishment shall be well lighted, well ventilated, and kept clean and free from insanitary conditions, according to reasonable rules and regulations adopted by the Department with reference thereto."

It was decided by the Department that the use of the common drinking cup and the common towel in such establishments constitutes an insanitary condition; and the rules above cited were therefore adopted. This action was taken as a result of requests made by the Joint Board of Sanitary Control of New England, May 1928, asking that the Department adopt rules to prohibit the use of the common drinking cup, and common towels in factories.

Michigan

The Michigan Federationist for February, 1929, reports that two courts in Detroit upheld the conviction of an office building owner who was fined $25 for refusing to obey the State law which calls for seats in elevators operated by women, the defendant however refused to accept the decisions and appealed the case to the State Supreme Court.

In the original trial the Judge scored the defendant for his unsocial outlook. The costs of the seats would be but a few dollars but the owner claimed "his right to run his own business" was interfered with.

Minnesota

An amendment to the minimum wage law which would have raised the age limit of minor females to 21 (instead of 18) passed the Senate at this session of the legislature but failed of passage in the House.

The 54-hour bill for women in industry also failed to pass. After amendments had been made removing the daily limitation of 9½ hours and providing that the act apply only to cities with a population of 50,000 or more, the Senator who introduced the bill moved that it be returned to its author.

New Hampshire

Bills introduced in the 1929 Legislature prohibiting night work for women and providing a 48-hour work week both were defeated.

New Jersey

An act creating a bureau of women and children within the State Department of Labor became effective May 1. This bureau, the director of which shall be a woman appointed by the commissioner of labor, is authorized to make studies and investigations of special problems connected with the labor of women and children, and to enforce the laws, rules, and regulations governing their employment. The director is to receive a salary of $4,000.

No bill was introduced at this session of the legislature to make enforceable the night work law of 1923.

New York

Night Work Law Stands

The Kirkland-Jenks bill permitting waitresses in the larger cities to work between 10 p.m. and 6 a.m. was killed in committee in both houses of the legislature. The bill, which was sponsored by the National Woman's Party, was opposed by Miss Frances Perkins, State Industrial Commissioner, the State Federation of Labor, the organized waitresses, and the Women's Trade Union League.

Industrial Survey Commission Abolished

The legislature of this year abolished the Industrial Survey Xommission after killing bills recommended by it to put all employment agencies under State control, to add 11 groups of occupational diseases to the compensation law and to create a compensation advisory medical council.

The Trend of Home Work in New York City.

Beginning in 1922 the Division of Home Work Inspection of the New York State Department of Labor has kept records of the number of firms giving out homework and also of the number of women who do industrial homework. These figures are compiled from the lists required by law to be sent by employers to the Division of Homework Inspection, giving the type of work performed, and the name and addresses of all persons to whom such work is given. ***

The number of firms giving out homework has increased 20 per cent, from 1,277 in the year ending June 30, 1924, to 1,527 in the year ending December 31, 1928. Likewise, over the same period the number of homeworkers has increased 20 per cent or from 10,760 to 12,887. At first glance it would seem that industrial homework was increasing, but when the figures for all five years are taken into consideration, it is seen that both the number of firms and the number of homeworkers have shown a decrease in each of the last two years over the preceding year. From the peak, coming in the year ending June 30, 1926, the number of firms decreased 13 per cent or from 1,747 to 1,527 and the number of homeworkers, 8 per cent from 14,046 to 12,887. It is impossible to judge on the basis of figures for such a limited period whether this decrease in the use of homeworkers is of temporary nature or is a definite decline in tenement house manufacture.

The number of firms distributing home work increased over the five-year period in all industries except in men's clothing and powder puffs where there was a small decrease, and knit goods in which there was a large falling off in number of firms. Among the industries where the number of firms employing homeworkers increased, the largest gains were in lampshades, beads, and women's clothing. The number of homeworkers increased slightly in the men's clothing industry, substantially in flowers and feathers, trimmings, novelties, men's neckwear, women's clothing, garters, lamp shades, and beads. In the last two industries the number of homeworkers was five or six times as great at the end of the period as at the beginning. There was a slight decrease in the number of homeworkers in embroidery, gloves, powder puffs and shoes while the number of homeworkers in knit goods, tags, and cards fell off considerably.

Throughout all five years men's clothing, with about a third of the workers, has been the largest homw work industry. Embroidery is second with over a fifth of all home workers. The other main homework industries are flowers and feathers, trimmings, men's neckwear, novelties, women's clothing and lampshades. Each of these industries, with the exception of lampshades with 488 homeworkers to a firm ranged from four in beads to 50 in cards. No such extremes as these appear in any of the other years. In the last year recorded the average ranged from 5 homeworkers to a firm in women's clothing to 19 in powder puffs. *** More firms were distributing work outside their factories, and more women were doing industrial homework in the year ending December 31, 1928 than in the year ending June 30, 1924. But even so, there were fewer firms and home workers in the year ending December 31, 1928 than there were in either of the two preceding years. Over a five-year period the high peak is seen in 1926, with a gradual reduction since that date. (Industrial Bulletin, New York State Department of Labor, May 1929.)

North Carolina

For the first time North Carolina has a workmen's compensation law. The new law which goes into effect July 1, provides compensation based on 60 per cent of wages with a weekly maximum of $18, a waiting period of 7 days, and a limit of $5,500 for disability, and $6,000 in case of death. Administration is by a commission of three full-time members appointed by the Governor. Special provision is made for accident prevention.

There are now only 4 States - Arkansas, Florida, Mississippi and South Carolina - that are without workmen's compensation laws, and in the first two of these workmen's compensation is said to be a leading issue.

North Dakota

The proprietor of a cafe in Minot, North Dakota, who was convicted for employing women more than 48 hours a week appealed the case on the grounds that the law was unconstitutional. The Court held however, that, "It is well settled that a state may, under the police power, regulate and limit the hours of labor for women, where work of long continued duration is detrimental to health, provided that such regulation of limitation is reasonable."

The Court also pointed out that in the case of Adkins v. Children's Hospital, in which the Supreme Court of the United States held the minimum wage law of the District of Columbia unconstitutional, the decision was limited strictly to the facts in the case and did not overrule the opinion of that court in Muller v. Oregon in which the Oregon statute limiting the hours of labor of women was upheld. It was contended however, that the amendments to the North Dakota statute in 1927 violated principles of equal protection of the law and due process. The Court held that the case fell within the original provisions of the statute: "It is clear from an examination of the original statute that that portion of the law which affects the defendant stood alone from 1919 until 1923; that while it was reenacted in 1923, 1925 and 1927 it was never changed in any particular; and it is also clear that additional legislation which was added to it can be severed without affecting the original law in any particular. It is therefore, not necessary for us to pass upon the constitutionality of the amendments to the original statute. It is also well settled that an amendment to a statute which is unconstitutional and which cannot be severed from the law attempted to be amended does not repeal or affect the original act even when the amending act has a repealing clause."

Pennsylvania

Bureau of Women and Children Issues Biennial Report.

The Bureau of Women and Children of the Pennsylvania Department of Labor and Industry has issued its biennial report covering the period from June 1, 1927 to May 31, 1929. The report reads in part as follows:

To the Bureau of Women and Children is delegated the task of making "studies and investigations of special problems connected with the labor of women and children," (Section 1707 State Administrative Code). Within the two-year period, June 1, 1927 to May 31, 1929, the Bureau has completed four major pieces of industrial research which have been printed as special bulletins of the Department of Labor and Industry; has prepared seven research articles less extensive in scope, all of which have been printed in the Department's monthly bulletin; and has issued six printed leaflets for the specialized use of different industrial groups.

As the maintenance of legal standards for factory work performed not in industrial establishments but in private homes involves the need of continuous study and investigation rather than routine inspection, the enforcement of the Department's Industrial Home Work Regulations has been a function of the Bureau of Women and Children since those regulations were adopted October 1925. The Bureau's publication, "Persons, Firms, and Corporations Licensed to Employ Home Workers in the Commonwealth of Pennsylvania," issued in 1928 lists approximately 1300 home work employers. At quarterly intervals these employers refer to the Bureau the names and addresses of all their home workers and these reports for December 1928 include 11,309 home workers. The Bureau's procedure in attempting to maintain labor standards in this large number of homes is outlined in its second annual home work report, "The Second Year's Administration of Industrial Home Work Regulations," published in Labor and Industry, March 1928.

In the course of its home work investigations the Bureau's staff has gathered data as to the part-time nature of industrial home work and the earnings of women employed on such work. This material forms the basis for a study, "The Hours of Work and Earnings of Women Employed on Industrial Home Work," to be printed in Labor and Industry for June 1929. ***

To answer the many inquiries which have been made both by employers and employees as to the actual hours of work and the earnings of women as compared to men in the same industry and in comparable occupations, the Bureau with the cooperation of The Federal Reserve Bank of Philadelphia has issued a study, "Hours and Earnings in the Silk Industry," Special Bulletin No. 29, now in press. This study involving the actual hours of work and earnings of approximately 17,000 silk workers was the result of a review of the payrolls of 62 employers in the silk industry who welcomed the opportunity to contribute to an impartial, scientific report of this type.

A study along comparable lines for the hosiery industry is now in preparation. This study also is being made with the cooperation of the Federal Reserve Bank of Philadelphia and with the permission of 32 hosiery employers who have offered their payroll records for review. It includes the hours of work, earnings weekly and annual, of approximately 10,000 workers.

Appreciating importance to industrial employees, particularly women, of the proper type of work chair and understanding the problems of the employer in getting chairs which will be an asset and not a hindrance to production, the Bureau after very careful study has issued a report "A Good Chair For the Industrial Worker," Labor and Industry, August 1928. In addition the Bureau has gathered information suggestive of solutions for posture problems as they vary with the different industries in which women are employed. This material is made available to employers as it is requested.

To bring the discussion of industrial problems out of the field of generalization and to indicate specifically the contribution which women can make toward higher industrial standards is an important function of the Bureau. To this end the Bureau attempts to disseminate a general knowledge of the State's standards for the protection of women and children in industry and to bring about a better understanding of the service which the Department of Labor and Industry offers to women and children who work. Two phamphlets prepared by the Bureau, "The Employment of Women in Pennsylvania," and "The Employment of Children in Pennsylvania," presenting a digest of the women's and children's labor laws, have gone through their third publication and have been distributed widely through private organizations and through the public school system. They have been the subject of special class discussion in continuation schools and have been made available to all employers of women and children in the State.

Informal conferences have frequently been held by the bureau for a consideration of special problems affecting women or children. One important conference held by the bureau within this two year period was a meeting of industrial nurses employed in establishments in Pennsylvania. The minutes of this conference made up the whole of the August 1927 number of Labor and Industry. Following the conference the bureau issued a directory of all of the establishments in Pennsylvania having industrial nurses, together with the names of the nurses employed.

The Bureau has frequently been asked to prepare industrial programs for meetings of club groups. It has served as the medium for the clearing og studies carried on by private organizations, thus avoiding duplication of effort and contributing to the constructive and practical nature of such reports.

Tennessee

A bill introduced in the 1929 legislature of Tennessee to reduce the hours of labor of women from 57 to 54 a week passed one house but was defeated in the other. The measure was supported by the League of Women Voters.

Texas

Hour Law Amended by Further Exemptions.

According to press reports Mrs. Laura Burleson Negley, one of two women members of the Texas House of Representatives succeeded in pushing to final passage her bill to exempt from the women's 54-hour law matrons, nurses, superentendents, and attendants in orphans' homes which are of charitable nature and not operated for profit.

Unsuccessful effort was made in the Senate to make the hour law apply to stenographers, pharmacists, telephone and telegraph operators and employees of mercantile establishments in towns under 3,000 population who now are exempt.

Married Women Dismissed.

Reports have come from Dallas, Texas, that the mayor of that city issued an order requiring department heads to release all married women from their jobs with the city unless there were unusual mitigating circumstances in their favor.

Utah

A minimum wage act similar to the Massachusetts law was introduced in the Utah legislature this year by Mrs. Anna T. Piercey, It was not, however, reported out of committee. The existing law in the State was enacted in 1913 and fixed a minimum wage for experienced adult women of $1.25 a day. The law is inflexible, having no provision for adjusting the minimum rate to meet changing economic conditions.

The act introduced this year was opposed by the Associated Industries.

Wisconsin

An 8-hour day and a 44-hour week for women in factories and mercantile establishments were the provisions of a bill introduced in the Wisconsin legislature this year by Mrs. Kryszak, member from Milwaukee. The bill was defeated in the assembly by a vote of 50 to 19.

Canada

Alberta

Eight-Hour Day Inquiry.

Among the labor measures recommended to the Alberta government by the Alberta Federation of Labor before opening of the present session of the legislature the general provision of an 8-hour day for industry occupied a prominent place. The government undertook to give consideration to this and to the other suggestions submitted by the Federation. In the meantime the Canadian Manufacturers' Association as well as individual employers in the province, by means of telegrams and interviews with members of the provincial government, protested strongly against the adoption of general 8-hour day legislation, chiefly on the grounds that the 3 prairie provinces were competing for new industries, and that such restrictive legislation would place Alberta under a severe handicap as compared with Manitoba and Saskatchewan. The government conceded that there was some force in this contention, and on March 8 the Honorable J. E. Brownlee, the provincial premier, informed the legislature that the government did not intend to bring down an 8-hour day measure during the present session. He intimated, however, that during 1929 a complete industrial survey would be made in Alberta in order to secure information as to the seasonal nature of many industries and other material relating to the question of a legal limitation of the hours of labour in the province. (Labour Gazette, Canada, April 1929.)

Women's Labor Conference.

A women's conference was held at Edmonton, Alberta, in March, to consider the working conditions of female employees in shops and factories. The conference adopted the following standard budget of a working woman in the province, submitted by the Employed Girl's Council of Regina, as the proper basis for a minimum wage:-

	Per week
Board	$8.00
Room	2.50
Washing	1.00
Car fare	.75
Insurance	.50
Clothes, toilet sundries, marcels, etc	3.75
Reading, study, stationery, correspondence	1.00
Loss of time through sickness, holidays, etc	1.00
Extra cost of illness, medicine, dentistry	.50
Savings for unemployment, old age, etc	1.00
	$20.00

The conference decided to recommend to the consideration of minimum wage boards in Canada the adoption of the adoption of the standard hours of labour as paid down by the Women's Bureau of the United States Department of Labor, which includes the following provisions:- eight-hour day; half holiday on Saturdays; one day's rest in seven; time for meals not less than thirty minutes; rest periods, ten minutes in each working period without lessening the working day. (Labour Gazette, Canada, April 1929.)

Hairdressers Ask Exemption.

The Alberta Minimum Wage Board held special sessions during April at the request Calgary Hairdressers and Beauty Parlour Association to consider a proposal to suspend order No. 4 so far as it affects beauty parlours, the claim being made that the rate of wages established by the order is too high. (Labour Gazette, Canada, May 1929.)

Order No. 4 provides a minimum rate of $14 for experienced workers and for apprentices, after a one month probationary period, $6 for 2 months, $8 for the next 3 months, $10 for the next 3 months, and $12 for the next 3 months.

British Columbia

New Male Minimum Wage Act.

The legislature of British Columbia at its recent session passed a new male minimum wage act, the former act having become inoperative when the orders issued under its authority were declared invalid by the Supreme Court of Canada. Under the new act the Board administering the law will fix a minimum wage rate if an employee in any industry asks for such intervention. In such a case the board would fix a minimum wage for the class of work affected and not for any other class of labour employed in the industry. However, the board has the authority also to intervene and to fix wages on its own initiative. The identity of workmen applying for the Board's intervention will be kept secret. The act provides that appeals may be taken in the courts against decisions of the Board, whose rulings under the original act were final. The Board has authority to fix wages on a weekly, daily, or hourly basis. Under the original act the minimum hourly rate only could be fixed, and this arrangement was said to involve a hardship in connection with the payment of wages to employees on duty for long hours but not actually working all the time. (Labour Gazette, Canada, April 1929.)

Ontario

New Legislation Provides Overtime Pay.

An amendment to the Factory, Shop and Office Building act of Ontario provides that where any woman works beyond the number of hours in any one day or in any one week as provided in the act, whether the inspector has permitted the exemption or not, the woman is entitled to be paid wages for such overtime and the Minimum Wage Board of Ontario is given the right to establish a rate of wage for all such overtime worked in any one day or any one week. (Labour Gazette, Canada, May 1929.)

Quebec

The second annual report of the Quebec Minimum Wage Board records a marked improvement in the conditions of female employment in those industries in which minimum wage orders have been in force for a year or more. The orders governing the employment of female workers in laundries, dye works and dry cleaning establishments took effect on March 1, 1927, and had been in force for one year and four months when the report was prepared. These regulations not only fix minimum weekly rates of wages for experienced and inexperienced employees but set a definite limit to the proportion of inexperienced workers.

During the year a marked reduction was noted in the number of inexperienced workers and a corresponding increase in the number of experienced workers, the number of those receiving the full minimum rate as experienced workers being about doubled. The average weekly wage earned by all the employees experienced and inexperienced, increased in the Montreal district from $11.75 to $12.65 and in the rest of the province from $8.16 to $9.36. On the other side, the report quotes the opinion of employers to the effect that the minimum wage law, instead of hurting the industry has rather stabilized it by suppressing the unfair competition of employers who paid inadequate wages, and by supporting those who paid fair wages. At the same time it is pointed out that the law guarantees to workwomen a minimum wage from the start, with periodical increases fixed in advance, making employment steadier and reducing the labor turnover. (Labour Gazette, Canada, February 1929.)

New Minimum Wage Order

Orders recently issued by the Minimum Wage Board of Quebec, effective July 1, govern the employment of women in the boot and shoe and leather industries. The Board fixed for experienced workers a minimum rate of $12.50 in the city and Island of Montreal; of $10.00 in muncipalities of over 3,000 population; and of $8.00 in muncipalities having less than 3,000 population. Experienced workers are those having over 24 months experience at the trade. (Labour Gazette, Canada, May 1929.)

Saskatchewan

In the report of the Minimum Wage Board of Saskatchewan for the year ending April 30, 1928, one of the chief difficulties confronted in enforcing the minimum wage act is detailed as follows:

Experience had proved that the rigid enforcement of the regulations of the Minimum Wage Board, in regard to the rate of wages to be paid to female employees, has not in all cases proved satisfactory. It is urged by some that the orders of the board should be strictly enforced and no deviation be allowed, whatever the circumstances or whatever the result may be. On the other hand it is found that some employers, willing enough to employ women at a lower rate, are not inclined to pay the increased rate requested, to those whom they consider have not the ability to earn such wage. The result is the employee is given notice to leave. Instances have occurred where employees have been recommended by the inspector for an increase and have been dismissed in consequence. These employees have come to the department begging to be given a permit to allow them to continue in their employment at the lesser wage, for the reason that they were unable to find other employment, and, being entirely dependent upon themselves for their living, the consequences would be serious if they were out of employment. In other instances parents have berated the board for refusing to issue such permits, giving as a reason that other employment was difficult to find, and the earnings were necessary.

"It is regrettable," the report states, "that some few employers in factories, hotels and cafes have taken advantage of non-English-speaking employees. These employees, unable to speak English, and therefore unable to read the orders regulating their employment, are ignorant of their rights under the Minimum Wage Act. Frequently these girls are employed in factories, particularly those operating for the first time, at a less rate of wages than that provided for beginners in the Minimum Wage Regulations. The inability to speak English causes them to be afraid of losing their jobs and very reluctant to do anything that would jeopardise their employment. In the investigation of two cafes, one hotel and one store, back wages were obtained without recourse to the courts, and in a large number of other cases the wages of employees were increased to the amount set by the regulations by recommendations made to

employers. In July, 1927, legal proceedings were commenced against several cafe proprietors in Saskatoon for working female employees for long hours, but due to the strike instituted by the cafe employees, which resulted in better working conditions, the matter upon request of the workers was allowed to drop."

Of the 833 women employed in hotels and restuarants and refreshment rooms, 188 work a six day week, the remainder working seven days. (Labour Gazette, Canada, February 1929.)

Ecuador

A new law relating to maximum hours of work and the weekly rest period became effective in Ecuador January 1 of this year. It applies to all wage-earners with the exception of domestic servants, home workers, casual workers, commission agents and commercial travelers and persons engaged in work of a confidential, managerial or supervisory nature, for which special regulations will be drawn up later.

The hours of work are fixed at 8 per day, with a rest period of 2 hours after the first 4 hours of work, or at any other point fixed by common agreement between employer and employee; the number of working days will be 6 per week. Overtime must in no case exceed two hours per day or 12 per week and will be paid for at a rate from 50 to 100 per cent higher than the normal.

A weekly rest period of 36 consecutive hours must be granted to workers on Sunday or on some other day on which the parties concerned may agree. No work shall be carried out on Sunday except in industries in which work must not on any account be interrupted, or in case of unavoidable necessity, very serious circumstances or imminent danger of accident. If work is performed between 7 p.m. and 6 a.m. the daily hours of work shall be reduced to 7.

Several sections of the act deal with the making up of lost time, fines for infringements of the regulations, the duties of factory inspectors and the posting of time-tables. (Industrial and Labour Information, March 18, 1929.)

Another recent enactment prohibits the employment of women in dangerous and unhealthful occupations and in night work, and establishes a rest period of three weeks previous to and three succeeding childbirth during which they shall receive 50 per cent of their wages, requiring also that after mothers return to work they shall be given sufficient time at regular periods to nurse their children. (Bulletin, Pan American Union, February 1929.)

Germany

At the request of the German Ministry of Labor, factory inspectors undertook a special inquiry in the course of the year 1927 into the employment of married women in German industry and commerce. The following are the principal details collected, according to an analysis published by Mrs. Frida Wunderlich in Soziale Praxis of 1 November 1928.

Proportion of Married Women. Since the census of 1899 the number of married women employed has risen from 33.5 per cent to 34.8 per cent of the number of women employed and from 9.6 per cent to 11.5 per cent of the whole mass of labor. According to districts the proportion of married women to the total of women workers varies from 12.9 per cent to 46.4 per cent for manual workers and from 4.5 per cent to 14 per cent for salaried employees. The textile industry is the one which employs relatively the largest number of married women. It is nearly always economic difficulties which compel married women to work. Often the family rent

is too high for the husband's earnings, while sometimes the cost of establishing the household has not yet been met.

Engagement and Dismissal. In normal times women workers are negaged solely on the ground of their abilities, without any distinction being made between married and unmarried. The former seem to be sometimes preferred on account of their greater stability. However, when there is a shortage of orders married women are the first to be dismissed, because it is thought that they can live upon their husbands' earnings. For salaried employees the position is different. The preference seems to be given to those who are unmarried. The salaried employee gives up her work after marriage more often than the manual worker. These two circumstances explain why the proportion of married women is much lower among employees than among workers.

Regularity of Employment. The majority of married women work throughout the year and do not seem to have any preference for seasonal employment.

Hours of Labor. As a general rule hours of labor are the same for married women as for the other groups of the staff. Greater facilities are sometimes allowed them in remotely situated rural undertakings. In general married women are not entitled to a longer period for the midday rest than others, and often they do not desire this because they live too far from the factory.

Morbidity. No precise figures exist which would allow a comparison to be made between morbidity among married and single women workers. Certain employers think that married women workers are more regular in attendance than others; other employers hold the opposite opinion. According to the statistics of the sickness fund of Cologne, married women workers are ill for longer periods than single ones.

Special Institutions for Social Welfare. Generally speaking, there are no special institutions of social welfare for married women in undertakings. As a rule working women do not care to nurse their children in the work place. In several large undertakings, however, there are workshops superintendents who pay special attention to married women and their families. (Industrial and Labour Information, March 4, 1929.)

Japan

In view of the provision of the Japanese factory act establishing the night work of women and young persons, which comes into operation July 1, 1929, a number of leading cotton factories have already started the abolition of night work and have largely increased the number of their spindles in order to compensate for the decrease in production caused by the shortening of hours of work.

Most of these factories have adopted the two-shift system; one shift works from 5 a.m. to 2 p.m. and the other from 2 p.m. to 11 p.m., with one-half hour interval in each shift.

One of the most difficult problems with which the cotton spinners are faced is the increase in the cost of production resulting from the shortening of hours. Under the present system 20 hours a day are worked by 2 shifts of 10 hours each, while after the abolition of night work the day will be reduced to 17 hours by 2 shifts of 8½ hours each. Thus, the hours worked by each individual worker will be reduced by 15 per cent. At the same time it is impossible under present conditions to compensate for this reduction by reducing wages. Most of the factories in which night work has already been abolished have announced their intention of raising piece-work rates and maintaining the present rates for workers paid by the day. Keen interest is shown in the question whether manufacturers will be able to check the rise in costs of production by increasing the efficiency of machinery and of the workers.

The question of utilization of workers' spare time is also being carefully studied. One of the factories in which night work has been abolished has made arrangements to provide collective recreation or instruction for the workers for 2 hours daily.

The members of the Japanese Cotton Spinners' Association have agreed to limit production. This limitation however, will cease as soon as the prohibition of night work comes into force. It is expected that there will be a great increase in production when night work is stopped by all the cotton factories. (Industrial and Labour Information, April 29, 1929.)

PERSONNEL

New Jersey

Colonel Charles R. Blunt has been appointed Commissioner of Labor of New Jersey for a term of five years. He succeeds Dr. Andrew F. McBride whose 5 year term expired January 21, 1929.

Mrs. Isabelle M. Summers has been appointed Director of the newly created Bureau of Women and Children of the Department of Labor. Mrs. Summers represented Passaic County in the Assembly during the four sessions from 1926 to 1929.

New York

Miss Frieda Miller has succeeded Miss Nelle Swartz as Director of the Bureau of Women in Industry, Miss Swartz having been appointed a member of the State Industrial Commission.

Pennsylvania

In Pennsylvania, Mr. Peter Glick is the newly appointed Secretary of the State Department of Labor and Industry, and Miss Sarah M. Soffel, the new Director of the Bureau of Women and Children, succeeding Miss Charlotte M. Carr.

NOTES

How Many Home Makers?

An answer to this question is given by Hazel Kyrk and Margaret Reid of the University of Chicago in the Journal of Home Economics for June of this year, Their estimates, based on census figures, show 22,169,387 women engaged in homemaking in 1920; 18,899,936 in 1910; 16,255,469 in 1900; and 13,491,588 in 1890. "According to these estimates," the authors state, "the number of women engaged only in homemaking has not increased quite as rapidly as has the population from 1890 to 1920. The population increased 68.8 per cent and the number of homemakers 64.3 per cent. Putting it in another way, a larger proportion of women 15 years of age and over were in school or were gainfully employed in 1920 than in 1890. In 1890, according to our estimate, there were 1.078 homemakers for each private family; in 1920 there were 0.923. These figures, if at all correct, indicate what we have long suspected that with the decline in household tasks has gone a decline in the number of persons in the home who perform them."

Summer Schools for Women Workers in Industry.

Schools for women workers are in progress again this summer. The Bryn Mawr Summer School opened June 15 with 110 students. The school at Barnard College reports 50 students from New York City industries, and the Southern Summer School at Burnsville, N. C. will have at least 31 students from 17 communities in 8 States.

National Women's Trade Union League Convention.

The two outstanding days of the 11th convention of the National Women's Trade Union League, held in Washington, D. C. May 6 to 11, were those devoted to a wage symposium and discussion of the labor problems in the new industrial South. Prepared material and a set of challenging statements provoked rapid fire discussion from the delegates on the subject of wages, under the leadership of Lillian Herstein, of Chicago, on the one day; on the day following the central figure was Margaret Bowen, secretary of the newly formed union of textile workers in Elizabethton, Tennessee, as told the story of the rayon strike in Elizabethton which involved 5,000 workers and which since has been settled.

The National headquarters of the League, by vote of the convention, will be moved to Washington in the fall in order to be in close touch with the national headquarters of the national labor movement and nearer to the field of work in the South. The officers elected were : Honorary President, Mrs. Raymond Robbins; President, Rose Schneiderman; Vice President, Matilda Lindsay; Secretary-Treasurer, Elizabeth Christman; Executive Board, Mary E. Dreier, Sarah Lloyd Green, Mary V. Halas, Agnes Nestor, Ethel M. Smith, and Maud Swartz.

Meeting of Governmental Officials in Industry.

The 16th annual convention of the Association of Governmental Officials in Industry of the United States and Canada was held June 4 to 7 in Toronto, Canada. Miss Maude Swett who succeeded to the presidency on the expiration of Dr. McBride's term of office as Commissioner of Labor of New Jersey, was reelected to that office, and Miss Louise E. Schutz was reelected to the office of secretary-treasurer. The vice presidents for the coming year are: Mr. James H. H. Ballantyne, Mr. W. A. Rooksbery, General E. Leroy Sweetster, Dr. Eugene B. Patton, and Dr. C. W. Roberts.

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

June 24, 1929.

MEMORANDUM:

To: F. K. Phillips, Commissioner of Conciliation.

As requested in your memorandum of June 20th, I will be very glad to send to the Negro Press list our mimeographed release No. 688 on the study of "Negro Women in Industry in Fifteen States", and am having it mailed today, direct from this office.

The bulletin itself will not be ready for distribution until about the first of July, however, I will be glad to see that you receive twenty-five copies at that time.

Yours very truly,

Mary Anderson

Mary Anderson, Director.

MGS

Women's Activities

DEPARTMENT OF LABOR

Analysis made by

U.S.Women's Bureau

of Additional Material Prepared by

Richmond Negro Survey

July1929

No. 204
Ed. 4-19-28—300,000 G P O

7-22-39-MP

U. S. Department of Labor
WOMEN'S BUREAU
Washington

NATIONAL SOCIAL HYGIENE SURVEY OF RICHMOND, VIRGINIA, 1929

Inferior Economic Status Underlies Other Problems.

Studies of Jackson Ward and Fulton.

Questionnaire to Employers.

Study of Domestic Service Workers.

Inferior Economic Status Underlies Other Problems

A careful examination of the additional material from the Richmond Negro survey confirms the earlier statement made by the Women's Bureau to the effect that the economic status of a group is the most outstanding fact underlying such important social problems as those of housing, health, and delinquency. This is emphasized in the report of the subcommittee on Economic Status and Opportunity. Problems of the Richmond survey, which, from the evidence before it, cites the inferior economic status of Richmond Negroes as directly related to almost every other social problem of the group, including bad health, poor housing, etc., It is further borne out by the emphasis placed by Dr. Elizabeth Edwards upon the raising of standards of living as a factor in the reduction of social ills, such as tuberculosis and venereal disease, the existence of which in any part of a community is a menace to the whole population.

In addition to the foregoing, the subcommittee on Behavior Problems stresses the need for more regular work, higher wages, and adequate housing, and points out as among the causes of frequent delinquency the low wages, irregular employment, and poor economic status that contribute toward overcrowding and insanitary living, and the employment of many negro mothers during whose absence from home children are frequently left only partially cared for.

The work of improving the economic conditions of a group that, through its ill health and frequent delinquency, may become a menace to the whole community is a work that must continue throughout a period of years, and can not be complete with the close of the first expert recommendations made after a careful survey. From the recommendations of the subcommittee on Economic Status and Dependency Problems, it is apparent that Richmond is in need of a continuing study of the general economic condition of negroes, and of such action for its improvement as may become possible from time to time. The principles and scope of the work carried on by the Urban League in other cities, as outlined in the Memorandum to the Survey Committee by Dr. Charles S. Johnson, would seem to be such a continuing type of work as should meet the necessities in the case of Richmond.

Studies of Jackson Ward and Fulton

The special surveys of Jackson Ward and of Fulton that are now included in the Richmond Survey are of much value and interest. It would be of additional value if more data could be made available upon the individual earnings of the workers in different industries. A more complete picture of conditions would be given by the use of the existing material on housing and income for further correlation, along the following lines:

Number of persons per family[1] by number of rooms in which family lived

Total income of family per period (month or week) by rent paid during same period

For each income group: Number of persons per family[1] by number of rooms inhabited

1/ The family unit may be reduced to an adult figure by fixing the proportion of adult space required by a child of a certain age as frequently is done in housing studies. A simple method is to count three children under 14 years of age equal to two adults, counting those over 14 as adults.

Questionnaire to Employers

The questionnaire sent to about 100 representative employers of negro labor indicates an attempt to secure an exceedingly important type of information. The data will be of more value if ~~it~~ can be presented so as to show, in addition to the number of firms reporting, the actual number of negroes in each type of occupation or corresponding to each degree of skill, and the number of those who were of each sex. For instance, in the 19 firms employing negroes in jobs requiring some skill or training, how many negroes actually are so employed, and of what sex? Firms employing only one or two negroes as janitors should be separated from the general industrial tabulations.

The replies show that fewer negroes than formerly are employed by 13 out of 40 firms answering this question. This appears to indicate that the negroes were the first to be laid off in slack seasons. How do these replies correlate with the answers of the same firms as to the dependability, adaptability, and regularity of negro workers?

How does the wage paid relate to the replies as to dependability, adaptability, and regularity? The wage paid to a group of negro workers is important not so much in comparison with the wage paid to a group of white workers as with the living costs of negroes and with their ability and training.

Study of Domestic Service Workers.

The study of domestic service workers is important, since it represents an occupation engaging many negro women in the city and also applies to a considerable number of men. A study of domestic service workers was made in the fall of 1928 by the use of schedules filled in by 954 employers of 2,833 such employees in and around Philadelphia. The Philadelphia committee has not published the complete results of this study, and the data would not be entirely comparable with those for Richmond, since they include a number of large country estates as well as city homes and since many of the workers were white (native or foreign-born), and the information was not separately arranged for negroes.[1] However, certain of the occupations were similar in the two studies, and some comparisons can be made of the figures on the hours and earnings of cooks, maids, child's-nurses, butlers, and chauffeurs. Over a fifth of those in occupations taken for comparison from the Philadelphia study were general houseworkers, a term used where there was only one servant in the family. About 45 per cent of the families reporting full-time servants in Richmond had only one. The full-time workers studied in Richmond, and those in Philadelphia who reported nativity and race included: in Richmond 132 cooks, in Philadelphia 384 cooks of whom 121 were negroes, and 344 general houseworkers, of whom 230 were negroes; in Richmond 48 maids, in Philadelphia 132 chambermaids of whom 13 were negroes, and 77 housemaids of whom 26 were negroes; in Richmond 28 child's-nurses, 18 butlers and 31 chauffeurs, in Philadelphia 100, 34, and 105 in these respective occupations, of whom respectively 10, 11, and 21 were negroes. The total number included from the occupations listed in the foregoing were as follows: Richmond, 257; Philadelphia, 1,176, of which 432 were negroes. In Philadelphia 327 laundresses were studied, of whom over three-fourths

1/ For information on domestic service employees, see article by Amey E. Watson in Annals of American Academy, May 1929, page 49, which cites the Philadelphia study.

were negroes, but these lived out for the most part, working by the day and usually earning $3 or over - a few earned from $4.50 to $5. The following data in regard to workers in different occupations in Philadelphia include only those reported as living with employers in order that the figures may more closely correspond to those for full-time workers in Richmond. These include reports on overall hours in the day for 1,130 workers, actual working hours for 548, and wages for 739.

Cooks and general houseworkers. - Of the cooks in Richmond for whom definite hours of work were reported, 85.2 per cent had ~~an overall~~ a work period of over 12 hours a day. In Philadelphia, 83.3 per cent of the cooks and 47.7 per cent of the general houseworkers whose hours were reported had an overall day of such length, and the actual hours of work, irrespective of time off during the day, were reported as 10 or over for 66.3 and 49.2 per cent of these respective groups. Of the cooks whose earnings were reported in Richmond 83.3 per cent earned under $10, 2.3 per cent $15 or over; in Philadelphia no cooks and 3.3 per cent of the general houseworkers earned under $10, and 91.4 per cent of the cooks and 45.7 per cent of the general houseworkers whose earnings were reported earned $15 or over.

Maids. - In Richmond about 77 per cent of the maids whose hours were reported had a day of over 12 hours. In Philadelphia about 70 per cent both of the chambermaids and of the housemaids whose hours were reported had overall hours of more than 12 hours, about 50 per cent of the chambermaids had actual hours of 10 or over. Nearly nine-tenths of the Richmond maids whose earnings were reported earned under $10, only one earned $15 or over. In Philadelphia only one chambermaid and no housemaid was reported as earning under $10, over 80 per cent of the chambermaids and about 65 per cent of the housemaids whose earnings were reported received $15 or over.

Child's-nurses. - About four-fifths of the child's-nurses with hours reported in Richmond had a day of over 12 hours, of those in Philadelphia less than half had such a day but over three-fourths had actual working hours of 10 or over. In Richmond nearly three-fifths of those with earnings reported earned less than $10, about one-tenth received $15 or over. In Philadelphia only two child's-nurses, one a part-time worker were reported as earning under $10, and over four-fifths received $15 or over. Of course, many of those in Philadelphia were white women, earnings were reported for less than three-fourths of those for whom nativity was reported in this occupation and a number of them may have been in large suburban homes, but it is considered advantageous for Richmond white children to be cared for during such long hours by persons whose pay would signify a low degree of competence, or does the difference in payments in those two cities correspond quite exactly to the difference in living costs?

Male help. Of the butlers whose hours were reported in Richmond about 87 per cent, in Philadelphia about 82 per cent had an overall period of 12 hours or over a day. Over half the Richmond butlers having earnings reported and 8 of 11 reported in Philadelphia received $15 or over. About 45 per cent of the chauffeurs with time reported in Richmond, less than 9 per cent in Philadelphia, had a day of 12 hours or over. All whose earnings were reported in Philadelphia earned $15 or over, about three-fourths in Richmond received such amounts and only one earned under $10.

WHERE THE FAULT LIES - AMONG NEGRO WORKERS IN RICHMOND

Material for News Release

Much charity, dispensed in the form of family welfare and relief among Richmond negroes is the direct result of unemployment and underpaid workers, according to the Women's Bureau of the U. S. Department of Labor. The bureau stressed the fact that regular employment with adequate wages would do away with much of the need for charity agencies to subsidize unemployed and underpaid negroes. The bureau's opinion was based upon its recent examination of material collected in the Negro Welfare Survey of Richmond, Va., conducted by the Council of Social Agencies in that city. In response to a request from the Council the bureau, following its policy of cooperating with other agencies in every way possible, prepared and returned an analysis of the data on the economic status and dependency problems of Richmond negroes contained in the survey.

The material collected not only gives an excellent picture of the situation among Richmond negroes but may be taken as representative of the problems of negro workers in many other localities. The information is particularly valuable because this type of study, so extremely difficult to conduct, is rare. It is necessary, however, to dig out such facts, if the desire is to treat underlying causes rather than effects. Great aid in the solution of important problems, such as delinquency, bad health, poor housing, overcrowding, and insanitary living among negroes is afforded by investigations of this sort.

The work of improving the economic conditions of a group that through its ill health and frequent delinquency may become a menace to the whole community is a work that must continue throughout a period of years and cannot be complete with the close of the first expert recommendations made after a careful survey. It is apparent that Richmond is in need of a continuing study of the general economic conditions of negroes and of such action for its improvement as may become possible from time to time.

The bureau commends this thorough and complete attempt to attack a complex social problem and thus to advance the general social progress of the community, and recommends further efforts of the sort along the lines followed by the Urban League in its study of negro problems in other cities.

DEPARTMENT OF LABOR

Material for News Release from

U.S.Women's Bureau

Part of a series showing way in which the Bureau

cooperates with other agencies by request

August 1929

Women Activities

No. 204
Ed. 4-19-28—300,000 GPO

July 13, 1929.

Miss Mary Anderson,
Director, The Women's Bureau,
Department of Labor,
Washington, D. C.

My dear Miss Anderson:

Permit me to express my sincere gratification over the very accurate and interesting story disclosed in your Bulletin No. 70, "Negro Women in Industry in Fifteen States." The work is splendidly done and the conclusions give much food for thought on the part of all who are sincerely interested in improving the industrial conditions faced by such an important group of mothers, sisters, wives and daughters -- of such great concern to the fibre of our national life.

I am taking every occasion to stimulate the assimilation of your material by women's organizations and individuals who need to see "inside the cup" as to this loyal struggling group of workers. With the facts in hand, much sentiment can be propagated for good, and in the particular States which your report has covered there is need of much reform in the industrial status of colored women workers.

My friend, Congressman Oscar de Priest, in whose Chicago district there are thousands of these workers, has asked me to request of you fifty copies of Bulletin 70 for his official use. I would appreciate it if you would send him this number, addressed to Room 130, House Office Building.

Thanking you for your courtesy, I am

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

Women's Activities

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

July 16, 1929.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
U. S. Department of Labor,
Washington, D. C.

Dear Mr. Phillips:

Thank you so much for your nice letter of July 15th. We are very glad indeed to send Congressman Greer the first fifty copies of "Negro Women in Industry in Fifteen States." We also have a request this morning from Hartford, Conn., for fifty copies, and we are very glad that these bulletins are being useful.

Sincerely yours,

Mary Anderson

Mary Anderson, Director.

M./AB

Women's Activities

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

January 27, 1930.

Mr. Karl Phillips,
Commissioner of Conciliation,
Office of the Secretary,
Department of Labor,
Washington, D. C.

My dear Mr. Phillips,

We are inclosing a copy of the abstract of Miss Anderson's speech before the National Negro Labor Conference as we believe you may be interested in it.

A copy has also been sent to the Capital News Service as requested by that agency.

Very truly yours,

Mary V. Robinson

Mary V. Robinson, Director,
Division of Public Information.

MVR/ll
Incl. 1.

January 27, 1930.

Miss Mary V. Robinson,
Director of Public Information,
Women's Bureau,
Washington, D. C.

My dear Miss Robinson:

Thank you very much for the copy of Miss Anderson's address to the National Negro Labor Conference. I have very much enjoyed reading her views in the premises.

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

February 4, 1930.

Memorandum:

To: Miss Robinson, of the Women's Bureau.
Subject: Organizations to which U. S. Daily (containing Miss Anderson's address at Labor Conference) should be sent.

National Urban League,
17 Madison Avenue,
New York, N. Y.

National Association for the Advancement of Colored People,
69 Fifth Avenue,
New York, N. Y.

Federal Council of Churches, Dr. George E. Haynes,
105 E. 22d Street,
New York, N. Y.

Political Study Club, Miss Jeanette Carter,
1433 "T" Street,
Washington, D. C.

Young Women's Christian Association,
Ninth and Rhode Island Ave., N. W.,
Washington, D. C.

Mrs. M. M. Griffin, Industrial Dept., Federation of Colored Women's Clubs,
1735 Bainbridge Street,
Philadelphia, Pa.

Armstrong Association,
1434 Lombard Street,
Philadelphia, Pa.

Atlanta School of Social Science, Mr. F. B. Washington,
239 Auburn Ave., N. E.,
Atlanta, Ga.

Forest City Civic League,
402 Superior Building,
Cleveland, Ohio.

National Catholic Welfare Conference,
1312 Mass. Ave., N. W.,
Washington, D. C.

Kings County Colored Republican Club, C. T. Magill,
441 Jefferson Avenue,
Brooklyn, N. Y.

Bureau of Negro Welfare and Statistics,
State Capitol,
Charleston, W. Va.

Negro Welfare Bureau, Frank T. Beckwith,
State Capitol,
Indianapolis, Ind.

Negro Labor Bureau,
State Capitol,
Lansing, Mich.

Negro Bureau of Labor and Statistics,
State Capitol,
Jefferson City, Mo.

Colored Methodist Episcopal Society,
302 E. Fourth St.,
Hopkinsville, Ky.

Louisville Urban League,
Sixth and Walnut Streets,
Louisville, Ky.

Atlanta Urban League,
239 Auburn Avenue, N. E.,
Atlanta, Ga.

Hon. Charles E. Hall,
617 You St., N. W.,
Washington, D. C.

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

March 20, 1931.

Mrs. Jean Brown,
In charge of Publicity,
Women's Bureau,
Department of Labor,
Washington, D. C.

My dear Mrs. Brown:

Please find here below the names and mailing addresses of organizations and individuals to whom I believe your releases relating to Negro women in industry would be of particular interest. I regret very much my inability to get this list to you before now, but due to the severe pressure of work connected with the reorganization of the U. S. Employment Service, as to which this office has been working immediately under instructions of the Secretary, it has not been possible to prepare this list at an earlier date:

I will be very glad, from time to time, to send you additional names for receipt of the Bureau's releases.

Respectfully

Karl F. Phillips,
Commissioner of Conciliation.

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I. The entire "Negro Press List" on file in the Division of Publications and Supplies.

II. Organizations:

Armstrong Association, 1434 Lombard St., Phila, Pa.
Atlanta School of Social Science,
239 Auburn Ave., N. E., Atlanta, Ga.
Forest City Civic League, 402 Superior Bldg.,
Cleveland, Ohio.
National Catholic Welfare Conference,
1312 Massachusetts Ave., N. W., Wash., D. C.
Kings County Colored Republican Club,
Chas. T. Magill, 441 Jefferson Ave.,
Brooklyn, N. Y.

II. Organizations - Continued:

Bureau of Negro Welfare & Statistics,
State Capitol, Charleston, W. Va.
Negro Welfare Bureau,
State Capitol, Indianapolis, Ind.
Negro Bureau of Labor and Statistics,
State Capitol, Jefferson City, Mo.
Negro Bureau of Labor and Statistics,
State Capitol, Lansing, Mich.
Colored Methodist Episcopal Society,
302 E. 4th St., Hopkinsville, Ky.
Louisville Urban League,
6th and Walnut Sts., Louisville, Ky.
National Urban League, (SEND 25 COPIES)
1133 Broadway, New York, N. Y.
St. Paul Urban League, 61 E. 6th St., St. Paul, Minn.
Negro Welfare League,
W. R. Connors, Sec., Cleveland, Ohio.
National Association Advancement of Colored People,
69 Fifth Avenue, New York, N. Y.
Political Study Club, Miss Jeanette Carter, Pres.,
1133 Tea St., N. W., Washington, D. C.
Young Women's Christian Association,
901 Rhode Island Avenue, N. W., Wash., D. C.
Associated Negro Press,
3423 Indiana Avenue, Chicago, Ill.
Opportunity, 1133 Broadway, New York, N. Y.
Abbott's Magazine, 3435 Indiana Avenue, Chicago, Ill.
Atlanta Urban League, 239 Auburn Ave., N. E.,
Atlanta, Ga.
Journal of Negro History,
1538 Ninth St., N. W., Washington, D. C.
National Training School for Colored Girls,
Lincoln Heights, D. C.
The Modern Farmer, Box 209, Moline, Ill.
A. M. E. Review, 631 Pine St., Philadelphia, Pa.

III. Individuals:

Hon. Charles E. Hall, 617 You St., N. W., Wash., D. C.
James A. Jackson, Small Business Unit,
Department of Commerce, Wash., D. C.
Robert J. Nelson, 930 You St., N. W., Wash., D. C.
Raymond Pace Alexander, 1901 Chestnut St., Phila., D. C.
A. Philip Randolph, 239 West 136th St.,
New York, N. Y.
Dr. Ambrose Caliver, U. S. Bureau of Education,
Department of the Interior, Washington, D. C.
Dr. E. K. Jones, 1133 Broadway, New York, N. Y.
Howard University Library, Miss E. A. Brown,
Howard University, Washington, D. C.

III. Individuals:

Dr. Francis J. Gilligan, St. Paul Seminary,
St. Paul, Minn.
Rev. John La Farge, S. J., c/o The American Press
461 Eighth Avenue, New York, N. Y.
Miss Linna E. Bresette, 1312 Massachusetts Ave., N. W.,
Washington, D. C.
Hon. Oscar De Priest,
House of Representatives, Washington, D. C.
Hon. R. R. Church, 392 Beale Avenue, Memphis, Tenn.
Mary McLeod Bethune, Daytona, Fla.
Mrs. George S. Williams, 1212 E. Broad St.,
Savannah, Ga.
Miss Sadie Williams, 2741 Columbia Ave.,
Indianapolis, Ind.
Dr. Emmett J. Scott, Sec., Howard University,
Washington, D. C.
Dr. Mordecai Johnson, Howard University,
Washington, D. C.
Dr. Kelly Miller, Howard University,
Washington, D. C.
Miss Delilah L. Beasley, c/o Oakland Tribune,
Oakland, Cal.
Dr. John R. Hawkins, 715 Florida Avenue, N. W.,
Washington, D. C.
Major West A. Hamilton, 1353 You St., N. W.,
Washington, D. C.
Judge W. C. Huston, Assistant Solicitor, P. O. Dept.,
Washington, D. C.
Mr. Albon Holsey, Tuskegee Institute, Tuskegee, Ala.

Mrs. Mary Church Terrell, 1615 "S" St., N. W.,
Washington, D. C.
Capt. Campbell C. Johnson, 1816 - 12th St., N. W.,
Washington, D. C.
Miss Jane Hunter, Phyllis Wheatley Y. W. C. A.,
Cleveland, Ohio.
Mr. Henry Hunt, Fort Valley, Ga.,
Mr. John Hope, Morehouse College, Atlanta, Ga.
R. R. Wright, Citizens' & Southern Bank & Trust Co.,
Philadelphia, Pa.

- - - - -

April 8, 1931.

Mr. Alonzo C. Thayer,
Director, Department of Industrial Relations,
Chicago Urban League,
3032 South Wabash Avenue,
Chicago, Ill.

My dear Mr. Thayer:

At the request of Mr. Charles E. Hall, of the U. S. Census Bureau, I am pleased to send to you, under separate cover, several bulletins and typewritten statements concerning the subject of Negro Women in Industry. Owing to the urgency of Mr. Hall's call, I am not waiting to procure the printed releases of the typed material. Therefore, I regret that I shall have to ask you to return the same when it has served your purpose. The printed bulletins, however, you may retain.

I am enclosing a franked slip with which you may return the material without the cost of postage, and I am glad, indeed, to have been of service to you through Mr. Hall.

With kind regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

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PROMOTED LOCALLY BY
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VOCATIONAL OPPORTUNITY CAMPAIGN

APRIL 19 - APRIL 26, 1931

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MRS. EDITH SAMPSON, DIVISION IV

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CHAIRMEN SUB COMMITTEES
RICHARD L. JONES, DIVISION V
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CHARLES M. THOMPSON, LITERATURE
ARTHUR G. FALLS, ORGANIZING

April 10, 1931

Mr. Karl F. Phillips
Commissioner of Conciliation
Department of Labor
Washington, D.C.

My dear Mr. Phillips:

In acknowledging receipt of the printed and typewritten material which you have sent me in answer to Mr. Charles Hall's S.O.S. call, permit me to thank you for your immediate action.

The material came this morning, which gives me some time to look through it and I feel that it will be useful. I shall be pleased to have you place me on your mailing list, in order that a copy of all releases concerning the colored population in America may be sent to me as quickly as they come to your notice.

With kindest regards for your quick and courteous action, and assuring you that I shall return the typed material as soon as it has served my purpose, believe me to be

Very sincerely yours,

A. C. Thayer

A.C.Thayer, Director
Department of Industrial Relations

ACT:ALL

Women's Activities

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

May 25, 1931.

Mr. A. C. Thayer,
Director, Department of Industrial Relations,
Chicago Urban League,
3032 S. Wabash Avenue,
Chicago, Ill.

My dear Mr. Thayer:

We have urgent need for the material sent to you in April, and I would very much appreciate the return of the same, in next mail, if possible.

With kind regards, I am

Sincerely yours,

Karl F. Phillips

Karl F. Phillips,
Commissioner of Conciliation.

Thanks - Many apologies for the delay. Data in Saugatuck, Mich. next on a like proposition June 30. Info coming thru almost daily from census bureau for which I thank you. Keep the good work. Will mail you a copy of our latest report on projects here during winter very soon. Thayer

Woodson, George H.

CLASS OF SERVICE

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WESTERN UNION

NEWCOMB CARLTON, PRESIDENT

J. C. WILLEVER, FIRST VICE-PRESIDENT

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HON KARL PHILLIPS

COMMISSIONER OF CONCILIATION DEPARTMENT OF LABOR WASHINGTON DC

THANK SECRETARY KERWIN YOU AND ALL FOR FRIENDLY INTEREST AND HAL WOULD LIKE NATIONAL ORGANIZATION AID BUT CANT FINANCE IT ADAMS AND ALL IOWA FRIENDS PROMISE HELP WRITE ME FULLY AS TO WHAT YOU THINK I SHOULD DO GET MERRITS TO PRESIDENT AND SECRETARY KELLOGG

GEORGE H WOODSON.

GEORGE H. WOODSON

OFFICE
ROOM 215 WATROUS BLOCK
OVER 209 SIXTH AVENUE, WEST
PHONE MARKET 2297

COUNSELOR AND ATTORNEY-AT-LAW
NOTARY PUBLIC
PRACTICE IN ALL STATE AND FEDERAL COURTS

RESIDENCE
1324 WEST JEFFERSON AVENUE
PHONE DRAKE 1958-W

Quiet Adjustments Out of Court and
Peaceful Settlements a Specialty

DES MOINES, IOWA

January 8, 1937.

Honorable Karl T. Phillips,
Commissioner of Conciliation,
Labor Department,
Washington, D. C.

My dear Mr. Phillips:

Senator [illegible] Barkley, successor to Senator Robert [illegible] Dunlap of Iowa, has revived me to have Congressman M. [illegible] Johnson and Secretary Hugh J. [illegible] Secretary Wallace [illegible] and I [illegible] this matter today to bring effect, except that I [illegible] the Senator's [illegible].

I [illegible], therefore, [illegible] you could do [illegible] to get [illegible] gentlemen to [illegible] Secretary Wallace and [illegible] at your earliest convenience [illegible] you may think of the general [illegible] any time [illegible] I would like you to [illegible] to the names of [illegible] who are [illegible] for which I co. As I move it, [illegible] is Harris of New York; Francis of Mo. Pol; [illegible] Washington, N. J. [illegible] I do not know; [illegible] one [illegible], [illegible] Iowa.

I wrote the letters you suggested but have had no [illegible] or answers. What else do you [illegible]?

Very truly yours,

George H. Woodson

GH:[illegible]

George H. Woodson

OFFICE
ROOM 215 WATROUS BLOCK
OVER 209 SIXTH AVE. WEST
PHONE MARKET 2297

GEORGE H. WOODSON
COUNSELOR AND ATTORNEY AT LAW
NOTARY PUBLIC
PRACTICE IN ALL STATE AND FEDERAL COURTS

RESIDENCE
1324 W. JEFFERSON AVE
PHONE DRAKE 1858-W

Quiet Adjustments Out of Court and
Peaceful Settlements a Specialty.

DES MOINES, IOWA

FEBRUARY 28, 1927

Hon. Karl F. Phillips
Commissioner of Conciliation
Labor Department
Washington, D. C.

My dear Mr. Phillips:

I have your kind letter of February 18, and have carefully noted its valuable contents.

I can only repeat my humble and hearty thanks for the valuable assistance you have given me in this Liberian matter.

You may inform me as to whether the Haitian ministership is going to be available to a colored man any time in the near future. What do you think my chance would be if I applied for that position?

Awaiting your reply, I beg to remain,

GHW:JFG

Yours very truly,
Geo. H. Woodson

Wodson 4 H

OFFICE
ROOM 215 WATROUS BLOCK
OVER 209 SIXTH AVE. WEST
PHONE MARKET 2297

GEORGE H. WOODSON
COUNSELOR AND ATTORNEY AT LAW
NOTARY PUBLIC
PRACTICE IN ALL STATE AND FEDERAL COURTS

RESIDENCE
1324 W. JEFFERSON AVE.
PHONE DRAKE 1858-W

Quiet Adjustments Out of Court and

Peaceful Settlements a Specialty.

DES MOINES, IOWA
APRIL 8, 1927

Hon. Karl F. Phillips
Commissioner of Concilliation
Labor Department
Washington, D. C.

My dear Mr. Phillips:

I beg to advise you that I have telegraphed the President asking to have my application renewed for the position of Minister to the Republic of Liberia.

On learning of Mr. Carter's resignation from the position I at once renewed my application and hope we may have better results. I will do anything more until I hear from you and some people in Washington who are on the ground and who will be able to advise me as to the probable action which the President may take in this matter. I shall not enlarge my list of correspondence in regard to this matter, and shall feel that the showing made is sufficient for the President's action, if he shall desire to consider me favorably.

Awaiting your answer, I beg to remain,

GHW:JFG

Yours very truly,

Geo. H. Woodson
J. F. G.

OFFICERS

President
GEORGE H. WOODSON
Des Moines, Ia.

Vice President
C. H. CALLOWAY
Kansas City, Mo.

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Chicago, Ill.

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Chicago, Illinois

No. 6—C. W. MATTHEWS
Boston, Massachusetts

No. 7—D. HAMILTON JACKSON
Christainstead St. Croix
Virgin Islands

MAY 6, 1927

Hon. Karl F. Phillips
Commissioner of Conciliation
Labor Department
Washington, D. C.

My dear Mr. Phillips:

I am simply writing to let you know that I have not heard from you for a long time.

I had a splendid letter from Secretary Davis, and was very glad that he had personally taken up my matter with the Secretary of State.

If there are any further developments in the Liberian matter, I shall be glad to have you write me at your earliest convenience and tell me just what you think the situation is since the Hon. Mr. Carter resigned; and especially what you think my chance will be in the new alignment.

GHW:JFG

Yours very truly,

Geo. H. Woodson
J. F. G.

OFFICERS

President
GEORGE H. WOODSON
Des Moines, Ia.

Vice President
C. H. CALLOWAY
Kansas City, Mo.

Secretary
WENDELL E. GREEN
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Chicago, Illinois

No. 6—C. W. MATTHEWS
Boston, Massachusetts

No. 7—D. HAMILTON JACKSON
Christainstead St. Croix
Virgin Islands

MAY 20, 1927

Hon. Karl F. Phillips
Commissioner of Concilliation
Labor Department
Washington, D. C.

My dear Mr. Phillips:

I have your letter of May 11, and I am very thankful for the information it contains.

I have nothing further to suggest and hope you and Mr. Kerwin willkeep me posted about the situation. If you think of anything further I may do, let me know at your earliest convenience.

With special regards, I beg to remain,

GHW:JFG

Yours very truly,

Geo. H. Woodson
J.F.G.

Wright, Mrs. Eva a.

March 7, 1924.

Mr. H. E. Thomas,
1730 East 84th Street,
Cleveland, Ohio.

Dear Mr. Thomas:

I have your letter of February 29th, and if you will write me what you have in mind, setting forth the questions you would like to have answered, I will be glad to take up the matter. I do not wish to have you go to the expense of coming to Washington.

In the meantime I am referring your correspondence to Mr. Carl Phillips, who in Washington is carrying on the Department's negro activities.

Cordially,

J. C. WRIGHT
514 TEA STREET N. W.
WASHINGTON

May 3, 1924.

Honorable James J. Davis,
Secretary of Labor,
Washington, D. C.

My dear Sir:

Political Plattsburgs are being conducted in various parts of the country under the auspices of the Republican Woman's Club, for the purpose of instructing groups of women that they in turn may organize and teach other women how to intelligently cast their ballots for the Republican Party in the November election.

In Washington, D.C., admission to the Political Plattsburg has been denied colored women voters interested in receiving information for the enlightenment of colored women in their respective states.

In view of the foregoing I beg to be informed if the alienation of the colored woman voter has your approval and the endorsement of the great Republican Party.

Very respectfully,

Eva A. Wright

(Mrs.) Eva A. Wright
7th Ohio District.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

Respectfully referred to

Mr. Phillips

by direction of the Secretary.

ARTHUR E. COOK,

Private Secretary.

For reply

Secretary

O.E.C.

GOVERNMENT PRINTING OFFICE

May 6, 1924.

Mrs. Eva A. Wright,
514 Tea Street, N. W.,
Washington, D. C.

Dear Madam:

I have your letter of May 3, making inquiry regarding the schools of instruction now being conducted for women voters. Although such activities are in no way proper subjects for consideration by the Department of Labor, the functions and duties of which are definitely prescribed by legislation, I have, in a personal way, made some inquiries into the situation which you allege exists. From all the available reports which I have received from reliable sources, I find that all women are being unquestionably welcomed and admitted to the schools of instruction.

Should you desire to look into this matter further, permit me to suggest that you make inquiry of the Republican National Committee.

Yours very truly,

James J. Davis,
Secretary.

K.P

Wright, Dr. R. R.

R. R. WRIGHT, FIELD SECRETARY

Negro Business Bureau of Research
142 WEST 117TH STREET
NEW YORK CITY

ASSISTANT SECRETARY
JUL 2 1928
DEPARTMENT OF LABOR

JUL 2 1928
DEPARTMENT OF LABOR

R. R. Wright

July 3, 1928.

Dr. R. R. Wright,
Director, Negro Business Bureau of Research,
142 West 117th Street,
New York, N. Y.

My dear Dr. Wright:

Your letter of June 30, 1928, addressed to the Secretary of Labor, has been referred to me for reply.

Under separate cover I am sending you some general information with regard to the subject of Negro Labor. I am also listing your name for the receipt of two releases which are now in the course of preparation.

I am indeed glad that you are about to publish a volume relating to the History of Negro Finance; and, on behalf of the Secretary of Labor, I beg to state that he will be very pleased to receive an autographed copy for his office shelves.

I have taken the liberty of referring your name and the advent of your Bureau to Mr. J. Arthur Jackson, of the U. S. Department of Commerce. As you probably know, Mr. Jackson is an expert and specialist, under the Department, in the general field of commerce and business that specially affects the Negro population. Your contact with him will be of mutual advantage; and I trust you may see fit to write to him within the next few days.

With best wishes for your continued success, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

Personal July 13, 1929.

Hon. Harry C. Smith,
Editor, The Gazette,
226 West Superior Avenue,
Cleveland, Ohio.

Dear Mr. Smith:

I am very grateful for your courtesy in sending me a copy of this week's issue of "The Gazette", containing the the story and the editorial paragraph with regard to "Various Entertainments by Presidents of the U. S." I appreciate very much your kindly reference to the circular and my connection with it, under the direction of Hon. James J. Davis, as fine and as fair an official as I have ever known.

I have tried to do my best through these five years, following the death of our good friend, Hon. Phil H. Brown, whom, I believe, you knew intimately. Though the way has been rough and the tasks severe, I feel that some progress has been made. As you probably know, I am a native of New York State, as were my parents and grand-parents, and we breathed the air of tolerance for many, many years. I have tried sincerely to stimulate the idea of justice for our people, as a RIGHT, rather than as a privilege. In the work here, Secretary Davis has proved to be a man among men, militantly asking for equality for the colored population of America. His report to Congress for 1927 contained an open-face admonition to give the Negro industrial justice. In his many other acts, a number of which I have been closely associated with, he has ever run true to the traditions and customs to which you and I earnestly adhere.

We are indeed grateful for your kindly reference; and I wish for you and "The Gazette" a long and continued life of usefulness and service.

Sincerely,

Earl F. Phillips,
Commissioner of Conciliation.

2 MISC. SUBJECTS & ORGANIZ. NATIONAL INTERRACIAL CONF. 1928

GIVEN AND FIRM NAME KEY									
0	1	2	3	4	5	6	7	8	9
SINGLE NAME OR SUBJECT	A-B	C	D-E	F-G	H-I	J-K	L-M	N-S	T-Z

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II HEALTH
Questions for Discussion

Each delegate is asked to formulate other questions by the data or growing out of experience on this subject, and to send them in writing to the Chairman of Discussion, Miss Mary van Kleeck, 130 East 22nd Street, New York, or to offer them at the Conference in the period of each session which is set aside for questions.

1. Why is the Negro death rate for the country as a whole higher than the white?

2. Why is the Negro death rate, urban and rural combined, higher in the North than in the South? Why is the Negro death rate greater for southern than for northern cities, while the rural death rate is greater in the North than in the South?

3. Why is the extent of tuberculosis so much greater among Negroes than whites? Why has the campaign against tuberculosis not made as great headway among Negroes as among whites?

4. Have health agencies and social organizations taken cognizance of the fact that in 1925 the most serious disease for Negroes was not tuberculosis, but heart disease?

5. Can we depend on our present vital statistics as an accurate guide for programs of social work and health agencies?

6. Assuming the accuracy of the statement that venereal diseases are much more prevalent among Negroes than among whites, why are the disabilities resulting from venereal disease less prevalent among Negroes, with, for example, an exceptionally low rate for blindness at birth?

7. Given the fact that the mortality rate for tuberculosis is now the same as the white rate was in New York City 25 years ago, is it likely that racial susceptibility may change in the course of a generation, and would this change be expected to be gradual or abrupt?

8. Do scientific evidence and experience bear out the contention, formerly widespread, that racial susceptibility to certain diseases "seals the fate" of the Negro race, giving to public health work only the opportunity for relieving pain without permanent improvement? Or does the fact that the diseases more prevalent among Negroes than whites are the ones due largely to unfavorable sanitary conditions and low economic status (pulmonary tuberculosis, typhoid, malaria, pellagra, and puerperal conditions) suggest that improvement of the health of Negroes is a problem of society quite as much as it is medical, and susceptible of solution without the obstacle of inherent racial predispositions?

I POPULATION
Questions for Discussion

Each delegate is asked to formulate other questions suggested by the data or growing out of experience on this subject, and to send them in writing to the Chairman of Discussion, Miss Mary van Kleeck, 130 East 22nd Street, New York; or to offer them at the Conference in the period of each session which is set aside for questions.

1. What effect has migration had upon the programs of social organizations? How has it affected educational institutions?

2. Can Negro mass migration be induced or controlled by other than economic forces? How much influence has an appeal from a leader?

3. Should efforts be made toward a distribution of the Negro population in assimilable proportions in different communities and sections of the country?

4. How can organizations or institutions determine in intercensal years increases or decreases in Negro population?

CONFIDENTIAL - NOT FOR PUBLICATION

For Use of MISS MARY ANDERSON

At National Interracial Conference

Abstracts of the Report of the

Research Committee

I. Population

II. Health

NATIONAL INTERRACIAL CONFERENCE

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CHARLES S. JOHNSON
Research Secretary
17 Madison Avenue
New York City

OFFICERS OF
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MARY VAN KLEECK, *Chairman*
GEORGE E. HAYNES, *Executive Secretary*
EUSTACE SELIGMAN, *Treasurer*

Fisk University
Nashville, Tenn

November 30, 1928

To Members of the National Interracial Conference:

To construct a reasonably faithful contemporary picture of Negro life and the status of race relations as revealed in recent social studies and in official statistics has been the task of the Research Committee in preparation for the Conference. Analyses of these materials have been made under the topics listed on the title page. Full analysis of each subject has been placed in the hands of the speaker who will present the data at the corresponding session of the Conference, and the complete report will be available there for study, though the number of copies is very limited. Meanwhile these abstracts are being sent as rapidly as they are completed to all delegates to acquaint them with the general content of the report as a preparation for participating in the discussion. Please bring them with you to Washington, as only one copy can be provided for each delegate.

With these data before them it will be the task of delegates at the Conference to answer in discussion these three large questions:

I. In the light of social research what do we now know about Negro life and race relations as affecting both the white and colored races in the United States?

II. What significance has this knowledge for the programs of social organizations whose purpose it is to improve these conditions?

III. What gaps in knowledge are revealed, calling for further study by universities and research organizations?

In connection with each topic these questions will take particular forms and others will emerge. To insure the most profitable discussion, each delegate is asked to write down the questions, suggestions or comments which occur in reading each abstract, and to send them at once either to the Research Secretary or to the Chairman of Discussion. Through interchange of these impressions in advance delegates should be able to so shape the discussion that the activities and future plans of our various organizations and educational institutions may be illuminated. From this illumination may come new power for a comprehensive, statesmanlike approach to the task of giving scope and opportunity for the best contribution of each race to civilization in the United States.

Very truly yours,

Charles S. Johnson,
Research Secretary,
Fisk University,
Nashville, Tenn.

Mary van Kleeck
Chairman of Discussion
130 E. 22nd Street,
New York, N. Y.

Abstracts of the

Report of the Research Committee

to the

NATIONAL INTERRACIAL CONFERENCE

I. Population

II. Health

III. Education

IV. Industry and Agriculture

V. Recreation

VI. Housing

VII. Law Observance and Administration

VIII. Citizenship

IX. Race Relations

Charles S. Johnson, Secretary

1928

FOREWORD

In the abstracts which follow, an attempt has been made to summarize the most important data contained in the extended Report of the Research Committee to the National Interracial Conference. No new studies have been undertaken. The task has been to analyze studies already made, supplementing them by official statistics and by informal reports and memoranda from governmental officials and from individuals in social organizations. Colleges and Universities, Chambers of Commerce and other agencies whose work brings them into touch with the conditions and problems of Negro life in the United States. These conditions and problems have been analyzed under the nine main heads of population, Health Education, Industry and Agriculture, Recreation, Housing, Law observance and Administration, Citizenship, and Race relations.

In the several abstracts, the sources of information will be indicated. For special inquiries into local conditions, the committee selected the 75 cities having the largest Negro population. A list of these cities follows.

It is not expected that experts in the various divisions of the subject will find new data or new interpretations in these reports. Nor is it unlikely that they will find omissions and perhaps, errors in the material. They will render a service if they will bring these to the attention of the Conference. The purpose of the Research Committee has been not to increase knowledge as any special phrase of the subject, but to assemble the knowledge available on its different branches in their interrelationships. To this collation of materials the members of this conference, as a group, will then give their own interpretations growing out of their first-hand knowledge. Thus the task of the Research Committee will not be complete until the Conference itself has thoroughly studied and discussed the data.

The purpose of this discussion is to answer these three main questions:

I. In the light of social research what do we know about about Negro life and race relations as affecting both the white and colored races in the United States?

II. What significance has this knowledge for the programs of social organizations whose purpose it is to improve these conditions?

III. What gaps in knowledge are revealed, calling for further study by universities and research organizations?

The result of attempting to answer these questions should be new illumination for the activities and future plans of social agencies and educational institutions. From this illumination and from the habit of co-operative thinking on the part of workers in all these organizations will come new power for a comprehensive,

statesmanlike approach to the task of giving scope and opportunity to each race to make its best contribution to civilization in the United States. Not the least inspiring characteristic of that civilization is the fact that out of historical circumstance comes the privilege of demonstrating the power of democracy to develop and to weld together the potentialities and the unique givts of both Negro and white peoples.

December 1, 1928

Seventy-five cities selected for special inquiry for the National Interracial Committee

Name of city	Total Population 1920	White	Negro
Atlanta, Ga.	200616	137785	62796
Atlantic City	50707	39686	10946
Augusta, Ga.	52548	29888	22582
Baltimore, Md.	733826	625130	108522
Beaumont, Tex.	40422	27186	13210
Birmingham, Ala.	178806	108550	70250
Boston, Mass.	748060	730486	16350
Camden, N. J.	116309	107753	9500
Charleston, W. Va.	39508	22996	11099
Charlotte, N. C.	46338	34014	18091
Charleston, S. C.	67957	35585	32326
Chattanooga, Tenn.	57895	39001	18889
Chicago, Ill.	2701705	2589169	109485
Cleveland, Ohio	769841	762026	34451
Cincinnati, Ohio	401247	371097	30079
Columbus, Ohio	237031	214721	22181
Columbia, S. C.	37524	23067	14455
Dallas, Texas	158976	134888	24023
Dayton, Ohio	152559	143495	9025
Denver, Colo.	256491	249644	6075
Des Moines, Iowa	126468	120887	5512
Detroit, Mich.	993678	952065	40853
Fort Worth, Texas	106482	90466	15896
Galveston, Texas	44255	34318	9888
Hartford, Conn.	138036	133681	4199
Houston, Texas	138276	104268	33960
Indianapolis, Ind.	314194	279411	34678
Jacksonville, Fla.	91588	49792	41520
Jersey City, N. J.	298103	290009	8000
Kansas City, Kans.	101177	86703	14405
Kansas City, Mo.	324410	293517	30719
Knoxville, Tenn.	77818	65511	11302
Lexington, Ky.	41534	29077	12450
Little Rock, Ark.	65142	47747	17477
Los Angeles, Calif.	576673	546864	15579
Louisville, Ky.	234891	194769	40087
Lynchburg, Va.	30070	21740	8329
Macon, Ga.	52995	29898	23093
Memphis, Tenn.	162351	101113	61181
Miami, Fla.	29571	20269	9270
Milwaukee, Wis.	457147	454824	2323
Minneapolis, Minn.	380582	376365	3927
Mobile, Ala.	60777	36854	23906
Montgomery, Ala.	43464	23361	19827
Nashville, Tenn.	118342	82703	35633
New Orleans, La.	387219	285916	100930
New York, N. Y.	5620048	5459463	152467
Newark N. J.	414524	397223	16977

Name of city	Total Population 1920	White	Negro
Newport News, Va.	39596	21466	14077
Norfolk, Va.	115777	72226	43392
Oakland, Calif.	216261	204004	5489
Oklahoma City, Okla.	91295	82871	57493
Omaha, Nebr.	191601	181046	10315
Petersburg, Va.	31012	17397	13608
Philadelphia, Pa.	1823779	1688180	134229
Pittsburg, Pa.	588343	550261	37725
Portsmouth, Va.	54387	31099	23245
Providence, R. I.	237595	231756	5655
Richmond, Va.	171667	117574	54041
Roanoke, Va.	50842	41499	9331
Savannah, Ga.	82252	44030	39179
St. Louis, Mo.	772897	702815	69854
St. Paul, Minn.	234698	231171	3376
San Antonia, Texas	161379	146799	14341
Seattle, Wash.	315312	302580	2894
Shreveport, La.	43874	26368	17485
Tampa, Fla.	51608	40045	11531
Tulsa, Okla.	72075	62901	8878
Waco, Texas	38500	30762	7726
Washington, D. C.	437571	326966	109966
Wilmington, Del.	110168	99382	10746
Wilmington N. C.	33372	19896	13461
Winston Salem N. C.	48395	27649	20735

Population

I POPULATION

Underlying all other aspects of Negro life in the United States is the fact of migration from one part of the country to another, from country to city, from an agricultural environment to industrial and mechanical surroundings, and from established habits of mind to new adventures in thought and creative expression. By its psychological impact, this movement affects both those who go and those who stay.

1) The Negro population in the 1920 Census figures was 10,463,131.

2) The rate of increase between 1910 and 1920 was 6.5 as compared with 16 per cent for the white population.

Note -- This means either that there has been a mistake in the count, which is probable, or that the separation of families during the migration tended to lessen the number of births at the same time that exposure to new conditions in the North increased deaths, or that the vital index has been lowered, or a combination of these.

3) The present estimated Negro population is 11,368,627.

Note -- Disregarding the strong probability of an under count on the Negro population, as a result of the Negro migration from the South which was at its height when the count was taken, an estimate of the Negro population on the basis of the 1900 - 1910 rate of increase, would place the Negro population in 1928 at 11,368,627.

4) Over four-fifths of the Negro population live in the South even after the migration.

Note -- The per cent of Negroes in the southern states in 1920 was 85.2.

5) The net addition to the North from 1910 - 1920 through migration from the South, according to the Census, was 340,000.

6) The total northward migration between 1910 and 1928, including the two mass migrations of 1917-19 and 1922-1923 approximates 1,000,000.

7) According to the 1920 Census figures:

a) There are 3,559,473 Negroes living in cities;
b) Of this number 2,250,000 are in the South and 1,308,000 in the North and West;
c) In the North the greatest expansion has been in the large cities:-
90 per cent of the Negro city population is in cities of over 100,000.

In the South the greatest proportions of city Negroes live in the large cities.

The rate of increase in the Northern cities was about double that of the Southern cities.

8) There are

a) In the South 6,661,00 rural Negroes and 17,088,000 rural whites;
b) The Negro rural population constitutes 41 per cent of the entire rural population of the South;
c) The Negro city population constitutes 28 per cent of the city population of the South;

9) As to the present direction of Negro population growth --

a) The cities are gaining (32.6%)
b) The rural districts as a whole are losing slightly (3.3%).
c) The Northern cities gained between 1910-1920 at the rate of 57.6 per cent and the southern cities at the rate of 21.4 per cent;
d) The southern rural sections are losing at a smaller rate than the northern (2.3%) but the actual numbers are larger by comparison.

Centers of Negro
Population 1790 - 1920

(See map showing center of Negro population 1790-1920 on the following page -- Chart I.)

When the first Census was taken in 1790, four states, Maryland, Virginia and the Carolinas held 87 per cent of the Negro Population. They were used in the cultivation of tobacco and as house servants.

The figures of population growth reflect the increasing importance of slave labor in the South and trace the course of new land development. By 1860 as the charts indicate, 92 per cent of all the Negroes were in the States which constitute the South Atlantic, East South Central and West South Central divisions.

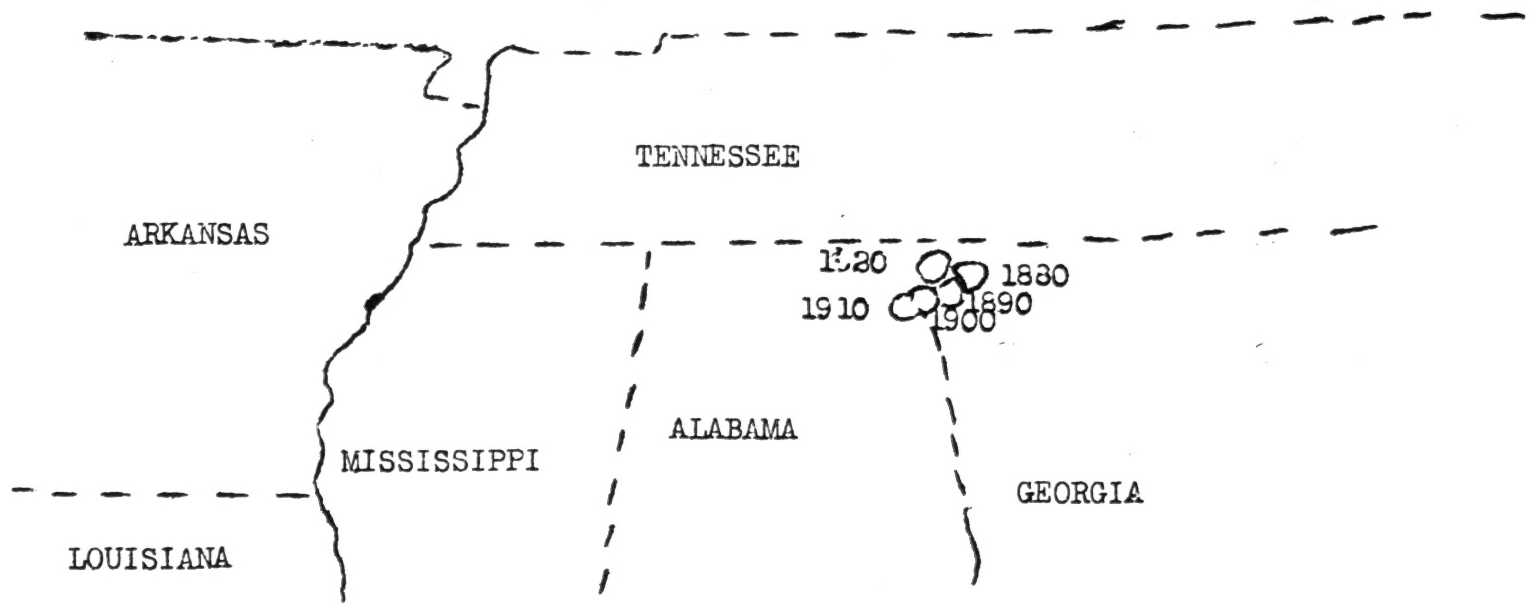
From 1860 to 1920 the per cent of Negroes in the South has gradually decreased 8.4 per cent, the Negro urban population increased 12.7 per cent and the rural population decreased 21.5 per cent.

The city increase has represented a more rigid concentration than States west or north.

The increase between 1910 - 1920 was lower than for any period since 1840.

GRAPH I CENTER OF NEGRO POPULATION: 1790 AND 1880 TO 1920.

Census Year	Approximate Location By Important Towns
1790	:25 miles west-southwest of Petersburg, Dinwiddie County, Va.
1880	:10.4 miles east of Lafayette, Walker County, Ga.
1890	: 10.5 miles south-west of Lafayette, Walker County, Ga.
1900	:10.7 miles northeast of Fort Payne, Dekalb County, Ala.
1910	:5.4 miles north-northeast of Fort Payne, Dekalb County, Ala.
1920	:1.8 miles north-northeast of Rising Fawn, Dade County, Ga.



Age Groups

There is no standard age distribution.*

*Social structure of England and Wales -- Carr-Saunders and Jones -- 1927

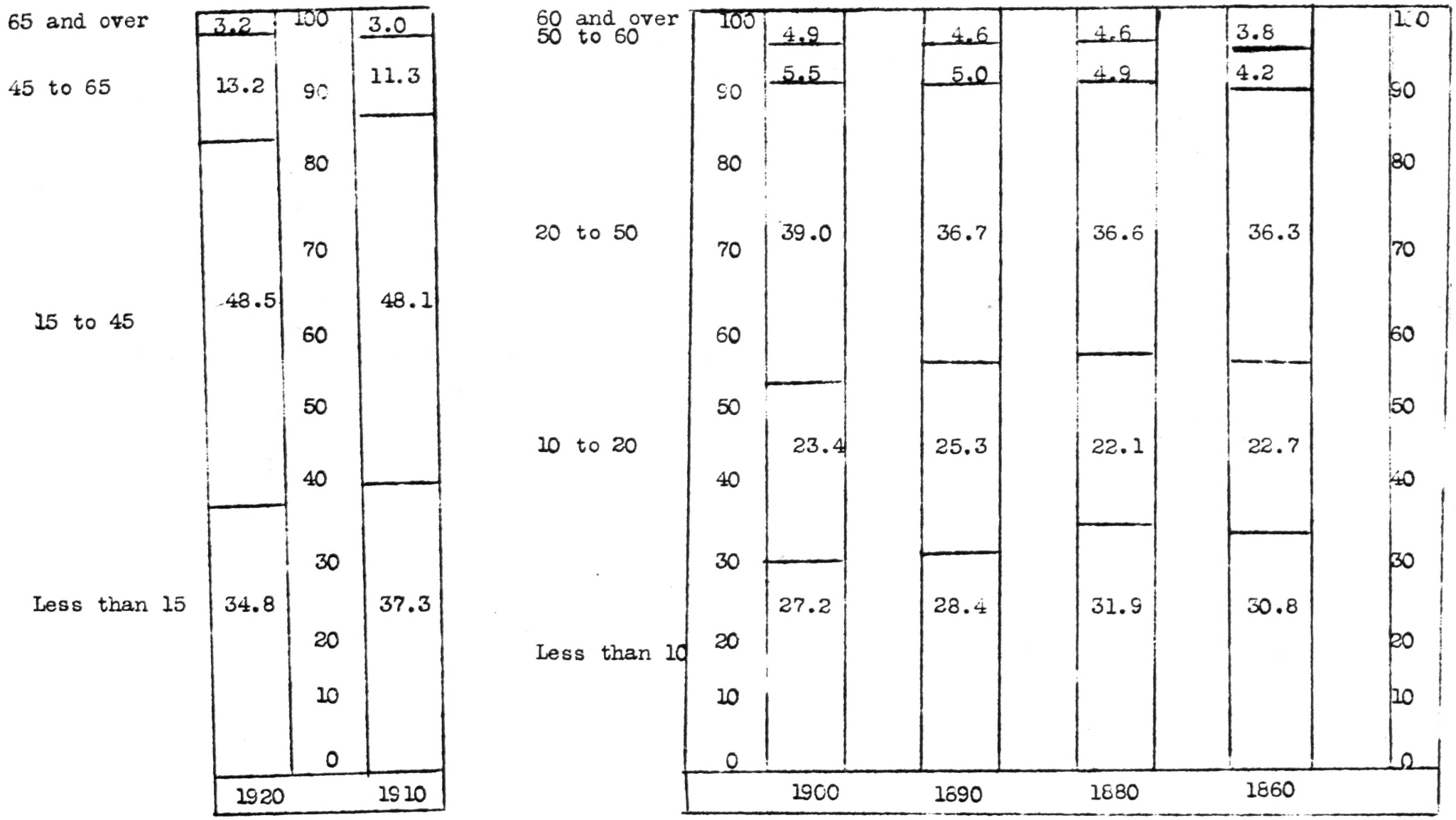
Communities differ in the proportions of the population of school age, working age and age of retirement. The age distribution may be influenced by birth rates, migrations and death rates. Age pyramids for different sections of the country are useful in reflecting the mobility of the population. Where, for example, there has been a large migration to a point, it will be reflected in swollen groups between 19 and 40, -- the most active working ages, Where there has been migration away from a point the reverse will be true. (See Age pyramids for selected citiòs and sections on following pages and in special graphs).

Moreover, where the birth rate is low it will be reflected in a constricted base of the pyramid. The difference between New York and Georgia, Mississippi and Illinois emphasizes this fact.

The changes occuring in the age distributions for the country as a whole are shown in graphs which follow.

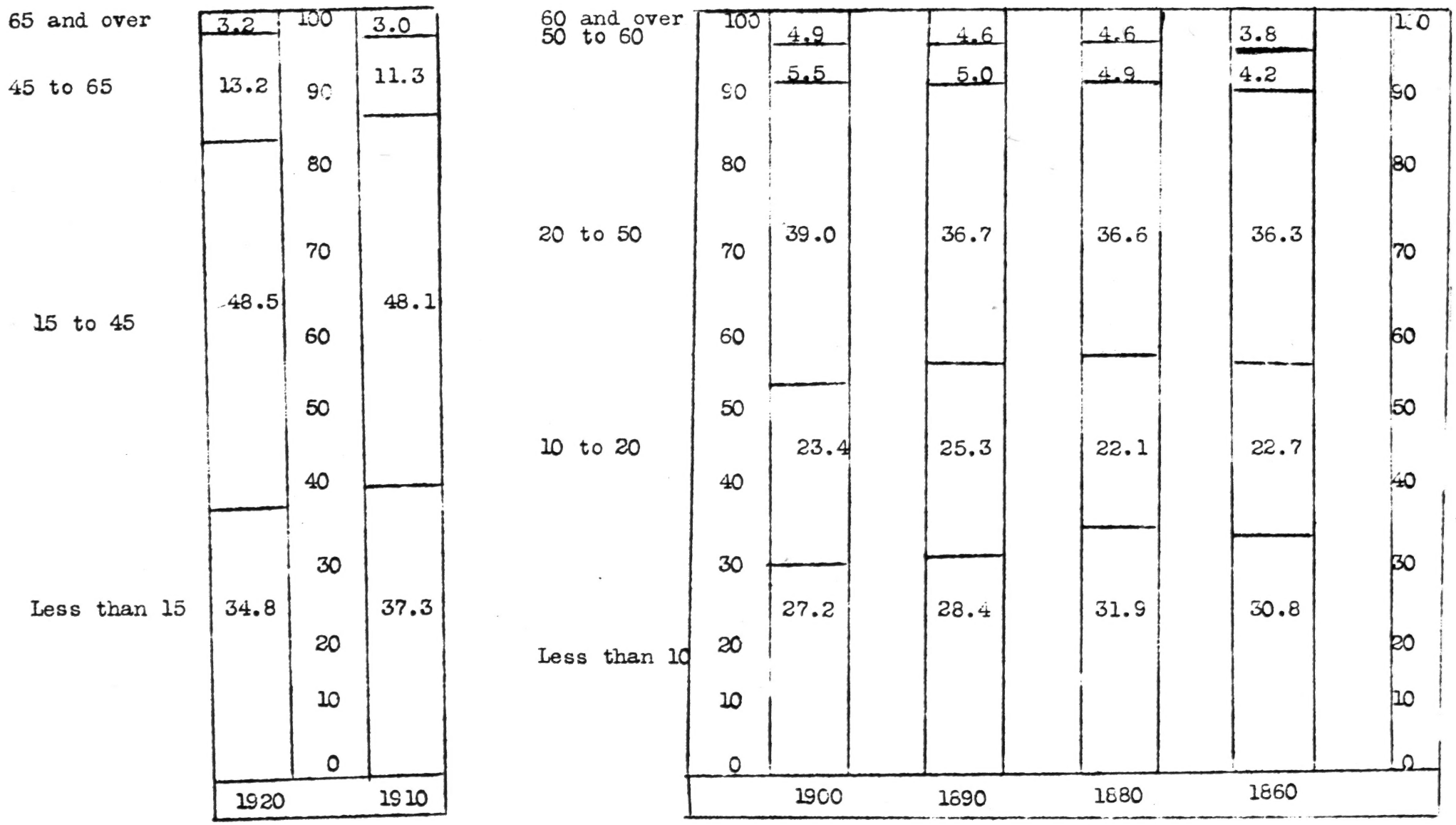
There are more older persons and fewer young persons and fewer persons of working ages. The population is maturing. We may reasonably look for a larger proportion of diseases which have their heaviest incidence among the older groups -- heart diseases, cancer, nephritis, etc., and if an infant mortality decline appears it cannot wholly be traced to control of infant diseases.

PERCENTAGE AGE DISTRIBUTION OF NEGROES
1860 - 1920



GRAPH V

PERCENTAGE AGE DISTRIBUTION OF NEGROES
1860 - 1920



GRAPH V

Median Age

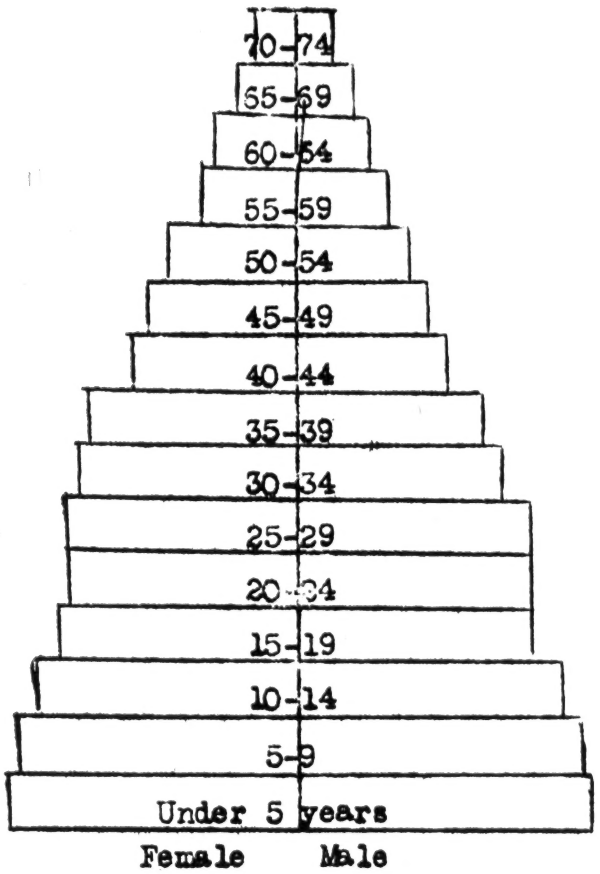
The median age (22.3) of the Negro population in 1920, was lower than the white. Foreign immigration, of course accounts largely for the difference, but when the native white population is taken alone (21.4) it is yet a fraction above the Negro.

A decline in the birth rate can increase the median and the figures indicate that this has occurred in both the Negro and the white population.

(See Graph)

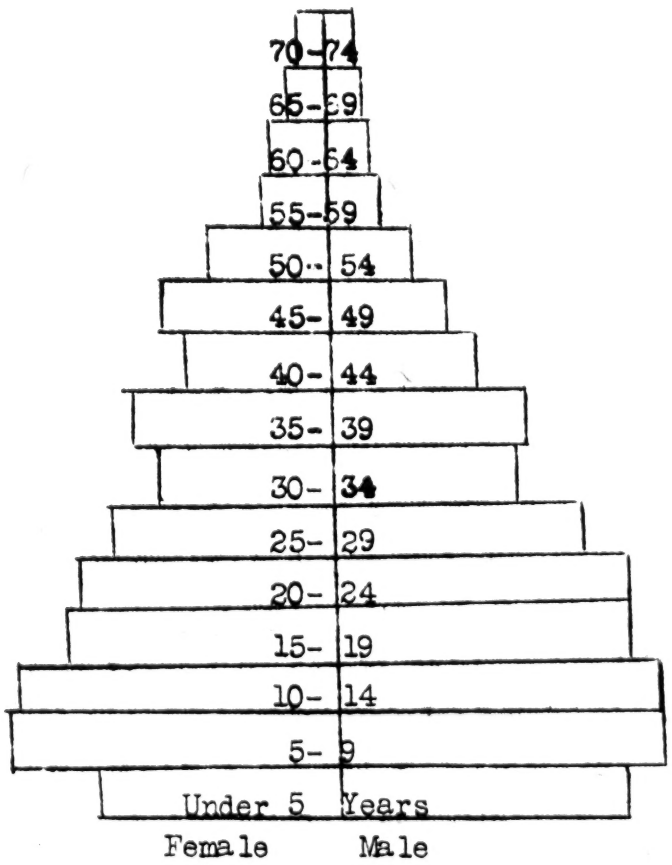
AGE DISTRIBUTION -- TOTAL WHITE POPULATION

Per Cents	Age Period	Per Cents.
0.7	70-74	0.7
1.1	65-69	1.0
1.5	60-64	1.4
1.8	55-59	1.7
2.4	50-54	2.1
2.9	45-49	2.5
3.2	40-44	2.9
3.9	35-39	3.5
4.0	30-34	3.8
4.3	25-29	4.3
4.2	20-24	4.4
4.4	15-19	4.4
5.0	10-14	4.9
5.4	5-9	5.3
5.5	Under 5 years	5.4
	Female Male	

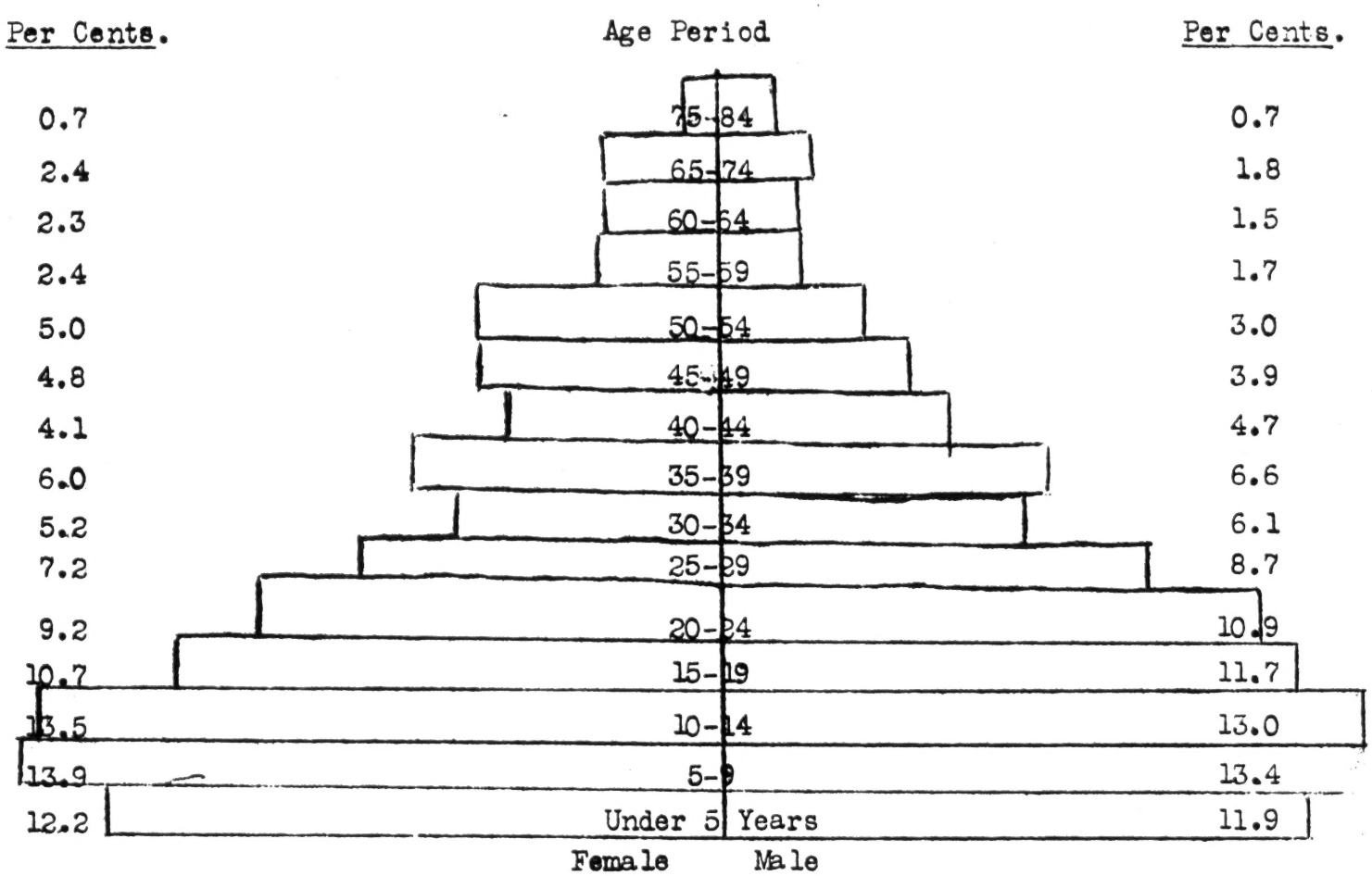


NEGRO POPULATION

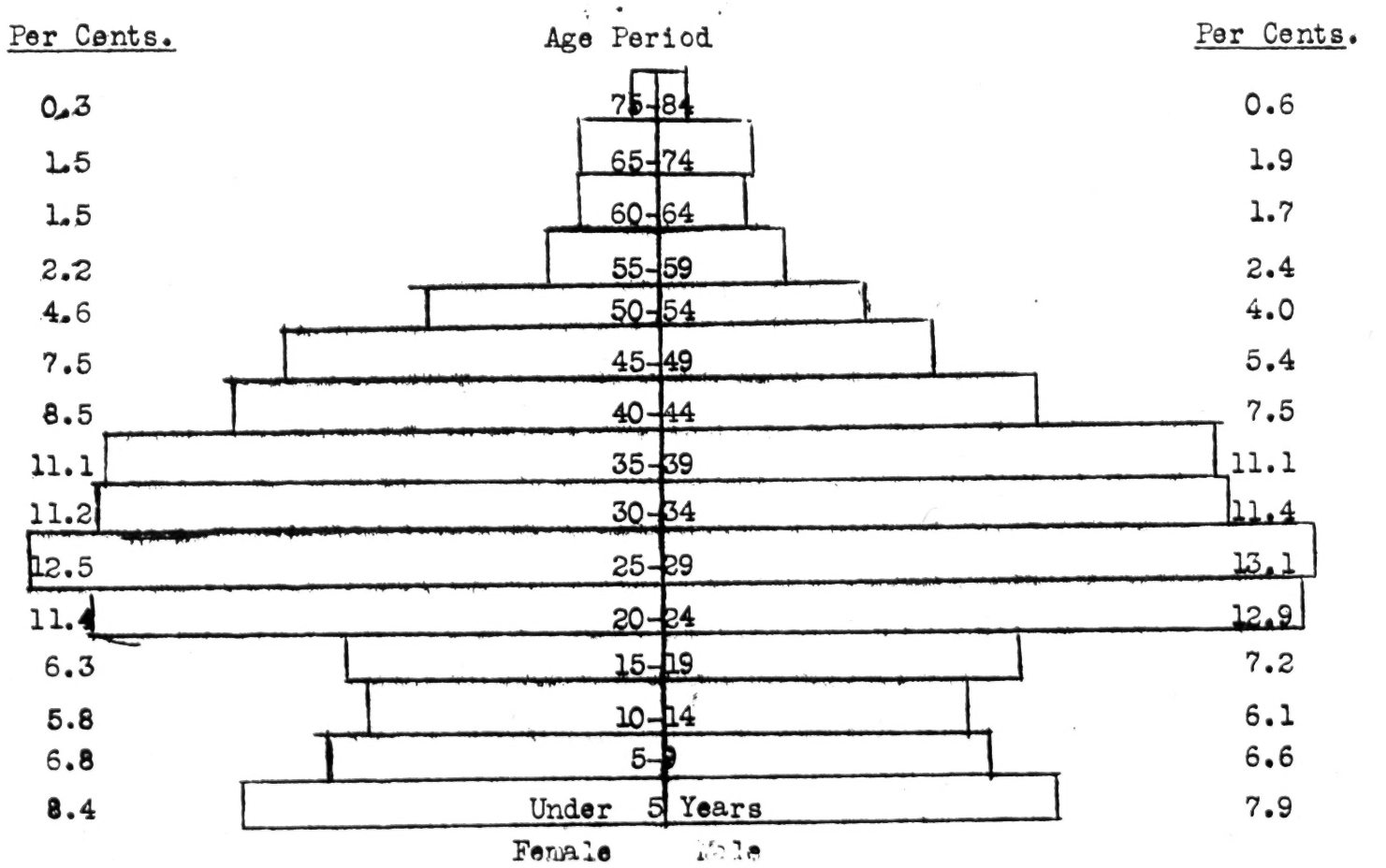
Per Cents.	Age Period	Per Cents.
0.5	70-74	0.4
0.7	65-69	0.6
1.1	60-64	0.8
1.2	55-59	1.0
2.2	50-54	1.6
3.1	45-49	2.2
2.6	40-44	2.7
3.7	35-39	3.7
3.2	30-34	3.5
4.1	25-29	4.6
4.7	20-24	5.4
4.9	15-19	5.4
5.9	10-14	5.9
6.0	5-9	6.1
5.4	Under 5 Years	5.5
	Female Male	



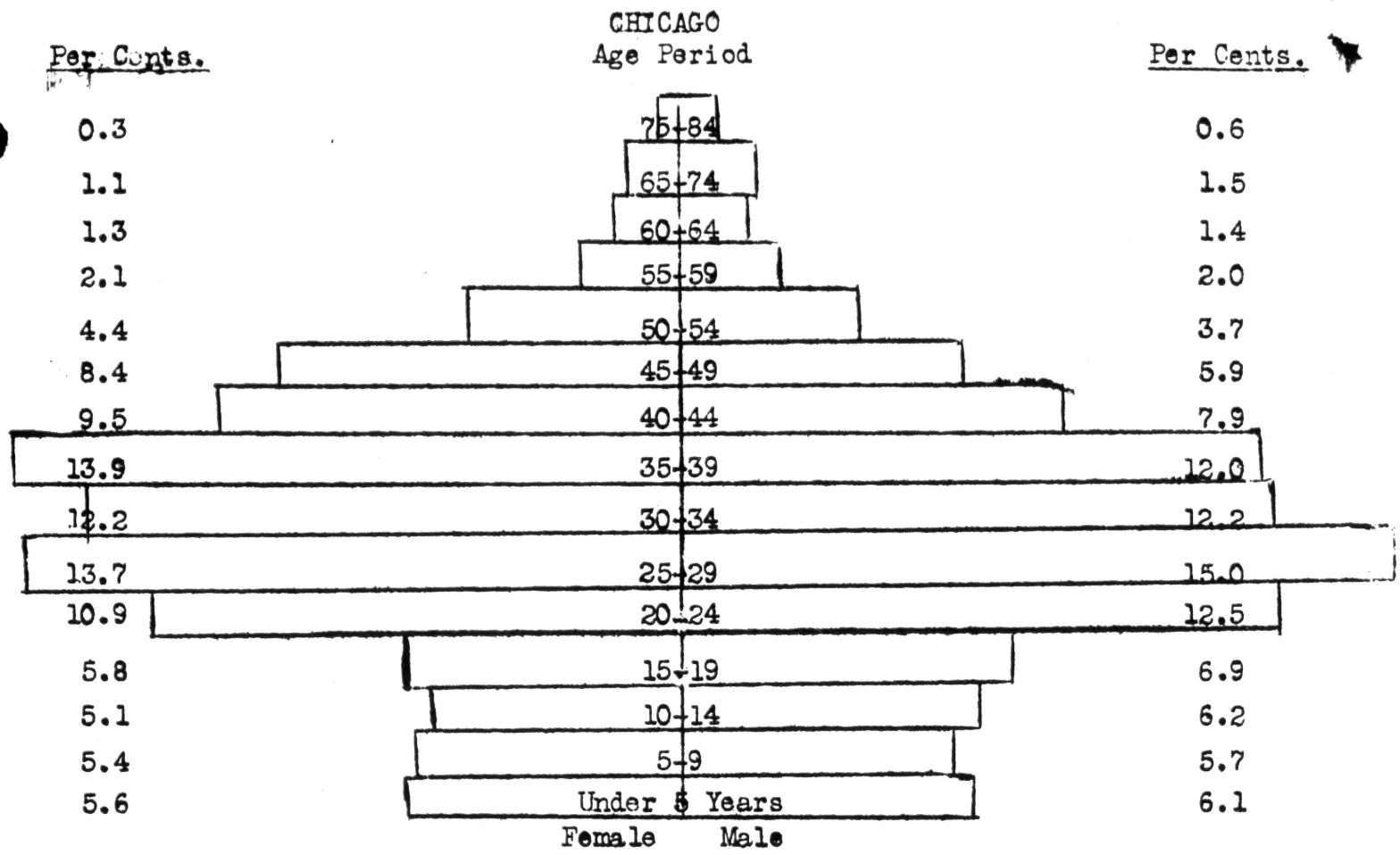
GEORGIA



NEW YORK



CHICAGO



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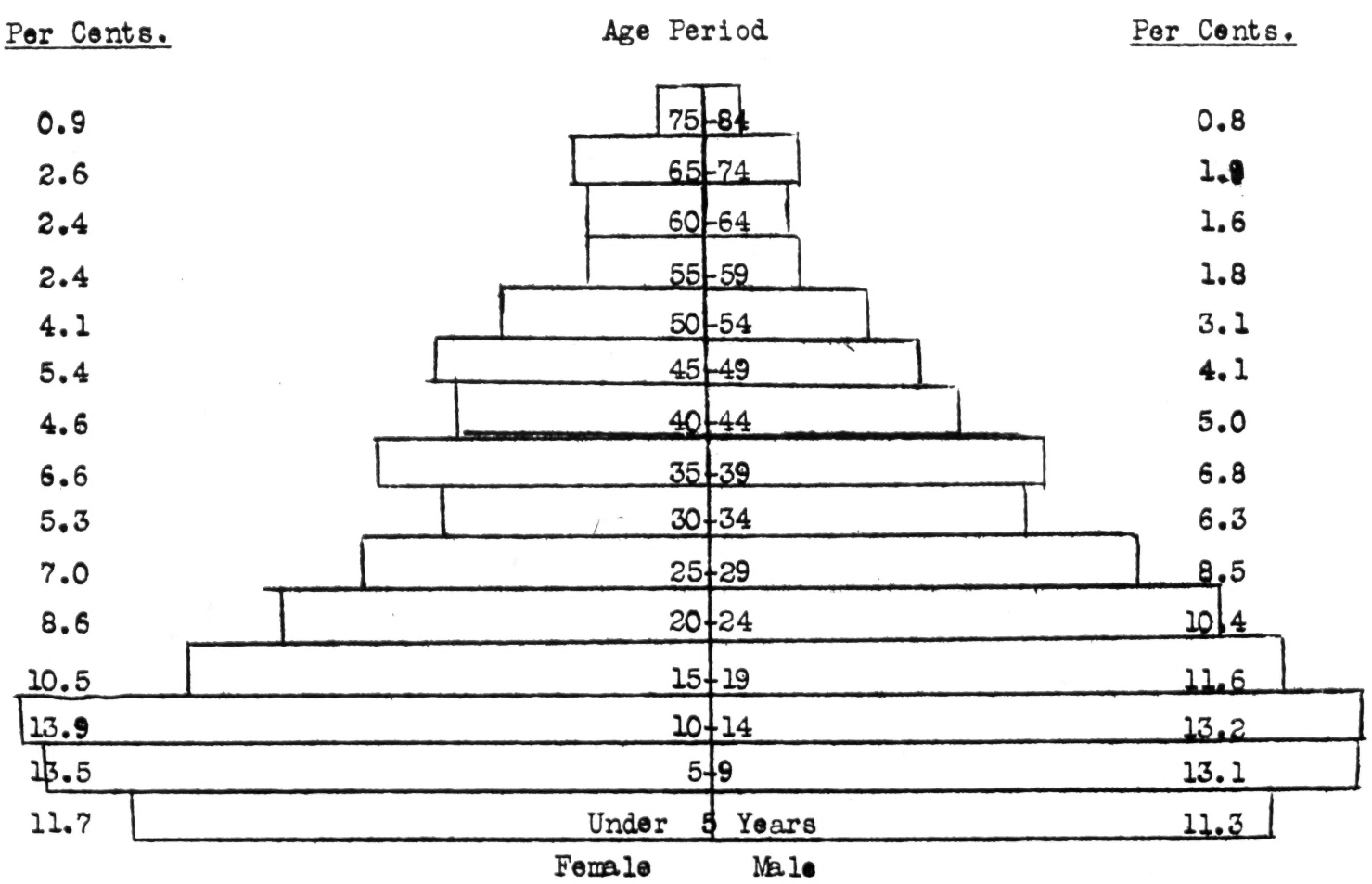


Percentage Distribution of the Negro Population by Age Groups:

1910

Age Period	United States	South	North	West
Under 5 years	12.9	13.4	8.1	6.4
5 to 9 years	12.7	13.3	7.7	6.1
10 to 14 years	11.8	12.3	7.6	6.1
15 to 19 years	10.8	11.1	8.4	7.1
20 to 24 years	10.5	10.4	11.1	10.4
25 to 29 years	9.0	8.6	12.1	13.1
30 to 34 years	6.8	6.4	10.2	11.9
35 to 44 years	11.1	10.4	16.4	19.3
45 to 54 years	7.2	6.9	9.6	11.3
55 to 64 years	4.0	3.9	4.8	4.8
65 years and over	3.0	2.9	3.5	2.9
Age unknown	0.3	0.3	0.4	0.7

Distribution by Age Classes of Negroes of Urban and Rural Parentage: 1920

Age Period	Urban		Rural	
	Negro	Native White of Native Parentage	Negro	Native White of Native Parentage
Per cent. 1920	100.00	100.00	100.00	100.00
Under 5 years	7.5	11.4	12.7	13.5
5 to 9 years	8.2	10.3	14.1	13.1
10 to 14 years	8.2	9.5	13.7	12.2
15 to 19 years	8.7	9.0	11.2	10.0
20 to 44 years	49.5	40.7	32.4	32.4
45 years and over	17.5	18.9	15.8	18.7

Percentage Distribution of Population by Age

Groups: 1910 and 1920

Age Groups	Negro		Native Native	White of Parentage
	1910	1920	1910	1920
Under 5 years	12.9	10.9	13.2	12.6
5 to 9 years	12.7	12.1	11.8	11.9
10 to 14 years	11.8	11.8	10.8	11.1
15 to 19 years	10.8	10.4	10.3	9.6
20 to 44 years	37.3	38.2	35.6	35.9
45 years and on	14.3	16.4	18.1	18.8

Median Age in Years of Negroes and Whites: 1900 - 1910 - 1920

Race and Year		Both Sexes	Males	Females
1900	(Negro	19.4	19.5	19.4
	(White	23.4	23.8	22.9
1910	(Negro	20.8	21.1	20.6
	(White	24.4	24.9	23.9
1920	(Negro	22.3	22.8	22.0
	(White	25.6	26.1	25.1

Sex Divisions

For the country as a whole in 1920 there were 99.2 males to every 100 females. This ratio has changed considerably during the past 100 years.

For Negroes classed as "black" the ratio has been high.

(See graphs)

Males to 1,000 Females in Negro and White Population

1820 - 1920

Year	Total Population	Native White	Negro
1820	1033	----	1034
1830	1031	----	1003
1840	1037	----	995
1850	1043	1031	991
1860	1047	1037	996
1870	1022	1006	962
1880	1036	1021	978
1890	1050	1029	995
1900	1044	1028	986
1910	1060	1027	989
1920	1040	1017	992

Males to 100 Females in Negro and White Population 1820-1920

Year	Total Population	Native White	Negro
1820	103.3	----	103.4
1830	103.1	----	100.3
1840	103.7	----	99.5
1850	104.3	103.1	99.1
1860	104.7	103.7	99.6
1870	102.2	100.6	96.2
1880	103.6	102.1	97.8
1890	105.0	102.9	99.5
1900	104.4	102.8	98.6
1910	106.0	102.7	98.9
1920	104.0	101.7	99.2

Those classed as mulattoes have shown an excess of females.

Year	Males to 100 Females
1860	90.9
1870	90.8
1910	88.6
1920	85.4

The striking difference has lead both Dr. E. B. Reuter and Dr. Hornell N. Hart to conclude that the mulatto males, finding less difficulty in detaching themselves from their families, pass over into the white group.

At each of the enumerations, the proportion of mulattoes has been lowest in the South and, except in 1850, highest in the West. The essential facts for the first four mulatto enumerations are shown in the following table. The percentage of the Negro population reported as of mixed blood in the enumerations of 1910 and 1920 are given in the table by geographic divisions.

The ratio of males to females is a further clue to the character of sections. Industrial areas draw an excess of Negro males, non-industrial areas the reverse. The male predominance is heavier in the North than in the South, in rural than in urban sections. The life expectancy ratings of males and females show that more boys are born although more girls survive.

Other cities of similar type in the North show similar disproportions.

Washington, D. C.	86.0
Yonkers, N. Y.	86.2
Rochester, N. Y.	89.1
Los Angeles, Calif.	90.2
Cambridge, Mass.	90.6
Fall River, Mass.	93.3

Brookline, Massachusetts, a residential town with few industrial opportunities for Negro men, shows the extraordinary ratio of 22.9 males to every 100 females.

Southern cities show the disproportion uniformly:

Nashville, Tenn.	83.1
Richmond, Va.	84.2
Atlanta, Ga.	85.8
New Orleans, La.	86.9

Industrial cities reverse the picture completely:

Pittsburgh, Pa.	111.8
Columbus, Ohio	113.4
Cleveland, Ohio	119.2
New Bedford, Mass.	122.9
Milwaukee, Wis.	123.8
Buffalo, N. Y.	126.0
Youngstown, Ohio	141.2

Negro Population
Increase

Large and unexpected fluctuations appear in the rate of increase below 1850 and 1920. The last decade, 1910 - 1920 it was 6.5; the decade before 11.2. There is some evidence, however, that the large decline in rate of decrease is due to an undercount.
(See Kelly Miller in "Out of the House of Bondage").

A similar difference occurred in 1870 a period of great mobility for Negroes, following emancipation. The 1920 Census was taken in 1919 at the height of the Negro migration northward when several hundred thousand Negroes were unsettled and moving into the industrial centers of the North. A correction was made by the Census Bureau for 1870, placing the figures at 512,000. (Vol. II. p. 15. 1920 Census Report)

(See Graphs)

Table #3 -- Showing
Percentage of Increase of White and Negro Population
1910 -- 1920

U. S.	White	16.0
	Negro	6.5
Mass.	White	14.4
	Negro	19.5
Rhode Island	White	11.5
	Negro	5.3
Conn.	White	23.6
	Negro	38.7
New York	White	13.4
	Negro	47.9
New Jersey	White	24.2
	Negro	30.5
Pennsylvania	White	12.9
	Negro	46.7
Ohio	White	19.7
	Negro	67.1
Indiana	White	7.9
	Negro	34.0
Illinois	White	14.0
	Negro	67.1
Michigan	White	29.3
	Negro	251.0
Florida	White	43.8
	Negro	6.7
Kentucky	White	7.5
	Negro	9.8
Tennessee	White	10.2
	Negro	4.5
Alabama	White	17.8
	Negro	0.8
Mississippi	White	8.6
	Negro	7.4
Arkansas	White	13.2
	Negro	6.6
Louisiana	White	16.5
	Negro	1.9

Table #3 -- Showing
Percentage of Increase of White and Negro Population
1910 -- 1920

Oklahoma	White	26.1
	Negro	8.6
Texas	White	22.3
	Negro	7.5
Colorado	White	18.0
	Negro	1.2
Washington	White	19.0
	Negro	11.7
California	White	44.5
	Negro	79.1
Wisconsin	White	12.8
	Negro	79.3
Minnesota	White	15.0
	Negro	24.4
Iowa	White	7.9
	Negro	26.9
Missouri	White	2.9
	Negro	13.2
Nebraska	White	72.2
	Negro	8.4
Kansas	White	4.6
	Negro	7.2
Delaware	White	12.6
	Negro	5.3
Maryland	White	13.4
	Negro	5.3
Dist of Columbia	White	38.4
	Negro	16.4
Virginia	White	16.4
	Negro	2.8
West Virginia	White	19.1
	Negro	34.6
North Carolina	White	18.9
	Negro	9.4
South Carolina	White	20.5
	Negro	3.5
Georgia	White	18.0
	Negro	2.5

Natural Increase

"We can inquire only as to present tendencies. Professor Wilcox in a recently published article on the "Increase and Distribution of Negroes in the United States" pointed out that in those states in the North for which statistics were available there had been within a period of five years 114 deaths of Negroes to 100 births. The area included the New England states, New York, Pennsylvania, Michigan, Minnesota and the period covered the years 1914 to 1919 inclusive. Conditions within that period could hardly be called normal. It was the period of the World War, of the influenza epidemic, and the period within which the first northward rush of Negroes took place.

"The statistics of more recent years show a different relationship. For within these same states the number of deaths of Negroes to 100 births in the three years, 1920 to 1922, inclusive, was 83. The birth rate for the Negro, however, remains lower in the North than it is in the South and the death rate continues to be higher in the North, and that means, of course, that the natural increase in the North is less than it is in the South; and it seems fairly evident that the northward migration of the Negroes has retarded the increase of the Negro population and constitutes one reason, and perhaps the main reason, why the increase recorded at the last census was smaller than ever before, being, in fact, only 6.5 per cent as compared with 11.2 per cent in the preceding decade, and with 13.8 per cent (corrected figure) in the decade before that. But these conditions may be only temporary. The death rate in the North may decline with improvement in living conditions, sanitation, and personal hygiene - and with adaptation to climate. The birth rate might increase if conditions among Negroes in the North become more settled and family life better established. And the northward migration itself may be only temporary".

- Dr. Joseph A. Hill
Director, Bureau of the Census.

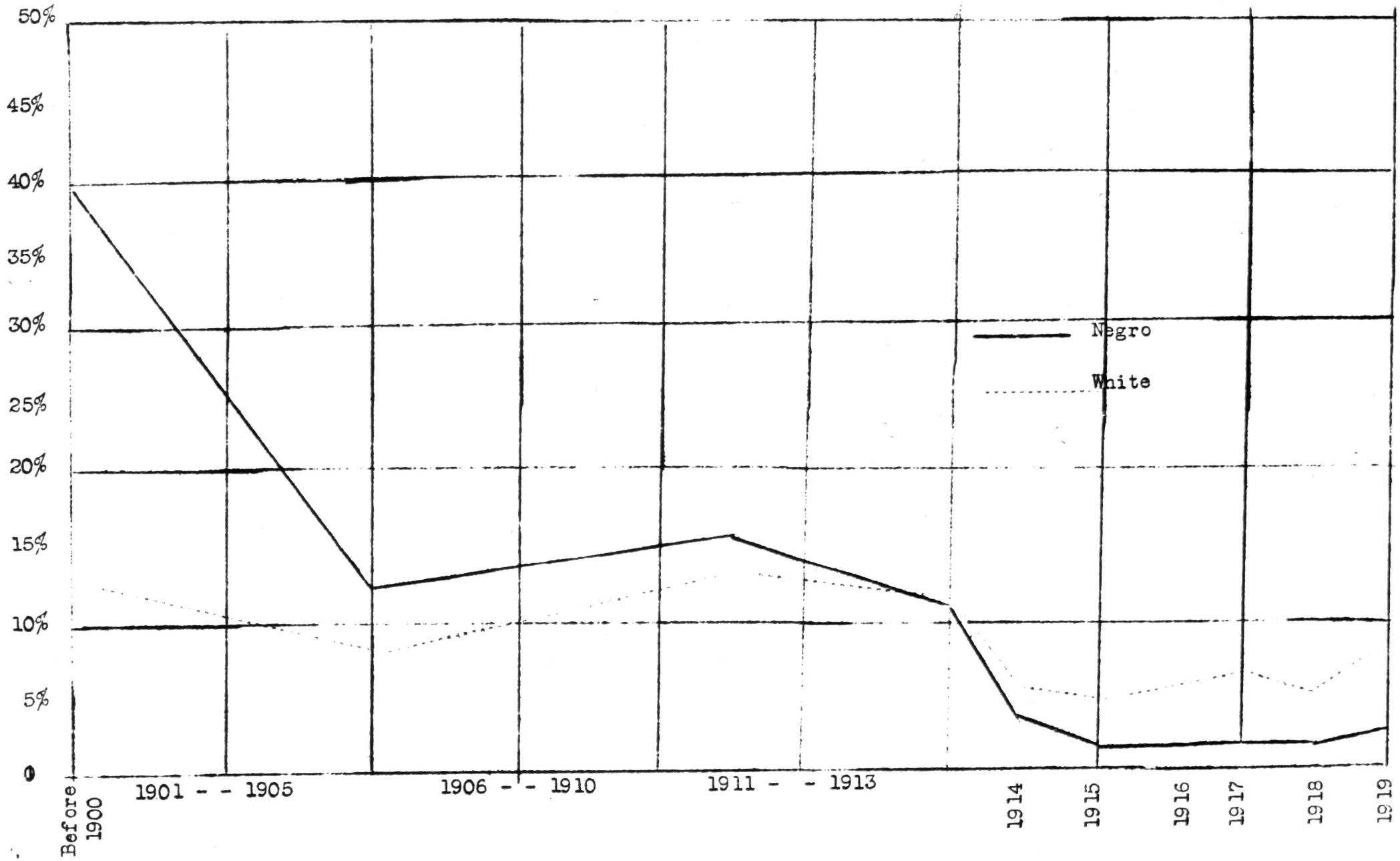
Increase Through Immigration.

Only 13.7 per cent of the foreign Negroes arrived before 1901. For foreign born whites this per cent was 41.7. Negro immigration has been very recent. Between 1915-1919 over 28 per cent arrived.

Of 63,263 Negroes classed as "African" (black) entering the country between 1910-1919, 45,392 came from the West Indies and 3,883 from Central America, and 13,988 from the Azores and Cape Verde Islands. These latter are principally Portugese Negroes.

(See Graphs)

DISTRIBUTION OF FOREIGN NEGRO POPULATION
BY YEAR OF IMMIGRATION
1910 - - 1920



PER CENT DISTRIBUTION OF FOREIGN NEGRO POPULATION BY YEAR OF IMMIGRATION 1910-1920

Year of Immigration	Color or Race					
	All Classes	White	Negro	Indian	Chinese	Japanese
Total, 1920.....	100.0	100.0	100.0	100.0	100.0	100.0
1919.....	1.5	1.5	8.0	10.2	2.6	6.2
1918.....	0.6	0.6	4.9	6.8	1.4	4.9
1917.....	0.8	0.8	6.1	6.9	2.2	5.1
1916.....	1.3	1.2	5.0	8.9	2.3	5.1
1915.....	1.5	1.4	4.4	5.9	3.0	5.4
1914.....	3.2	3.2	5.1	4.9	2.7	4.6
1911-1913.....	11.5	11.6	11.8	7.9	5.8	9.2
1906-1910.....	16.0	16.0	14.6	8.9	10.7	22.3
1901-1905.....	13.0	13.1	8.4	5.1	6.1	17.9
1900 or earlier.....	41.4	41.7	13.7	13.3	52.6	12.3
Not reported.....	9.1	9.0	17.9	21.2	10.6	7.0

City	Death Rate 1925	Birth Rate 1925	Natural Increase
New York	30.5	36.9	6.4
Chicago	29.3	28.5	- .8
Philadelphia	22.5	28.6	6.1
Washington	22.0	23.2	1.2
Baltimore	25.0	27.9	2.9
New Orleans	31.6	----	
Birmingham	23.7	----	
St. Louis, Mo.	22.8	----	
Atlanta, Ga.	----	----	
Memphis, Tenn.	28.7	----	
Richmond, Va.	21.4	27.5	6.1
Norfolk, Va.	15.4	16.1	.7
Jacksonville, Fla.	21.2	17.9	- 3.3
Detroit	19.7	25.7	6.0
Louisville, Ky	22.1	21.0	- 1.1
Savannah, Ga	23.8	----	
Pittsburgh	23.7	31.2	7.5
Nashville, Tenn.	24.8	----	
Indianapolis	18.9	21.5	2.6
Cleveland	23.8	31.0	7.2
Houston, Tex.	----	----	
Charleston, S. C.	31.0	----	
Kansas City, Mo.	26.0	----	
Cincinnati	27.2	28.9	1.7
Dallas, Tex.	23.9	----	
Mobile, Ala.	21.2	----	
Portsmouth, Va	14.7	18.1	3.4
Macon, Ga.	25.2	----	
Augusta, Ga.	25.9	----	
Columbus, O.	21.6	22.6	1.0
Winston-Salem, N. C.	16.9	29.4	12.5
Montgomery, Ala.	24.3	----	
Chattanooga, Tenn.	43.2	----	
Shreveport, La.	38.7	----	
Little Rock, Ark.	35.5	----	
Newark, N. J.	29.0	41.2	12.2

City	Death Rate 1925	Birth Rate 1925	Natural Increase
Boston, Mass.	23.9	25.5	1.6
Fort Worth, Tex.	15.1	----	
Los Angeles, Cal.	----	----	
Charlotte, N. C.	25.0	33.7	8.7
Columbia, S. C.	----	----	
Kansas City, Kas.	21.8	17.7	- 4.1
San Antonia, Tex.	17.1	----	
Newport News, Va.	11.1	15.1	4.0
Petersburg, Va.	20.5	24.0	3.5
Wilmington, N. C.	21.1	28.7	7.6
Beaumont, Tex.	14.0	----	
Lexington, Ky.	28.3	17.8	- 10.5
Tampa, Fla.	23.7	23.0	- .7
Knoxville, Tenn.	27.2	----	
Atlantic City, N. J.	20.7	21.5	.8
Wilmington, Del.	19.7	19.8	.1
Omaha, Neb.	15.6	14.4	- 1.2
Galveston, Tex.	22.2	----	
Roanoke, Va.	23.0	32.9	9.9
Miami, Fla.	23.7	41.4	17.7
Dayton, Ohio	----	----	
Tulsa, Okla.	----	----	
Camden, N. J.	----	----	
Lynchburg, Va.	27.0	28.2	1.2
Oklahoma City	----	----	
Jersey City, N. J.	----	----	
Waco, Tex.	----	----	
Denver, Colo.	----	----	
Providence, R. I.	----	----	
Des Moines, Iowa	----	----	
Oakland, Cal.	9.7	19.4	9.7
Charleston, Va.	28.1	21.5	- 6.6
Hartford, Conn.	----	----	
Minneapolis, Minn.	----	----	
St. Paul, Minn.	----	----	
Seattle, Wash.	----	----	
Milwaukee, Wis.	----	----	

Table Showing Gain and Loss of Negro Population
1900 - 1910
1910 - 1920

State	Gain or Loss	
	1900-1910	1910-1920
Alabama	+ 65365	- 134344
Arizona	+ 1407	+ 6454
Arkansas	+ 105816	+ 106689
California	+ 13942	+ 28133
Colorado	+ 7533	+ 6352
Connecticut	+ 4514	+ 8143
Delaware	- 1597	- 892
Dist of Columbia	+ 41235	+ 46518
Florida	+ 84644	+ 62653
Georgia	- 75274	- 121576
Idaho	+ 140	+ 540
Illinois	+ 57577	+ 116476
Indiana	+ 25018	+ 39270
Iowa	+ 5966	+ 7038
Kansas	+ 19418	+ 18096
Kentucky	- 62878	- 68432
Louisiana	- 15741	- 52784
Maine	- 473	- 479
Maryland	- 31177	- 20915
Massachusetts	+ 12563	+ 12617
Michigan	+ 2940	+ 42374
Minnesota	+ 3950	+ 55189
Mississippi	- 26439	- 139178
Missouri	+ 6030	+ 29463
Montana	+ 1041	+ 712
Nebraska	+ 4551	+ 8569
Nevada	+ 108	+ 152
New Hampshire	+ 9	- 41
New Jersey	+ 42450	+ 59923
New Mexico	+ 636	+ 4318
New York	+ 58499	+ 83334
North Carolina	- 109751	- 113716
North Dakota	+ 295	- 103
Ohio	+ 33599	+ 95465
Oklahoma	+ 85062	+ 69994
Oregon	+ 989	+ 1449
Pennsylvania	+ 85485	+ 153407
Rhode Island	+ 3196	+ 1864
South Carolina	- 121479	- 152423
Tennessee	- 46194	- 53507
Texas	+ 19821	+ 3501
Utah	+ 482	+ 675
Vermont	+ 501	- 797
Virginia	- 206764	- 195515
Washington	+ 4045	+ 3582
West Virginia	+ 27316	+ 40456
Wisconsin	+ 515	+ 2526
Wyoming	+ 1832	+ 902
South Dakota	+ 287	- 30

Urban and Rural Population.

In the period from 1890 to 1920, the increase of the rural population of the country was a little more than eleven million. At the same time there was an increase in urban population of over thirty million; for each person added to the rural population, three were added to the urban population.

When the Negro population of the country is considered, it is found that in the past thirty years, there was an increase in the rural population of 896,124. The increase in the Negro urban population, for every one person added to the Negro rural population, two were added to the Negro urban population.

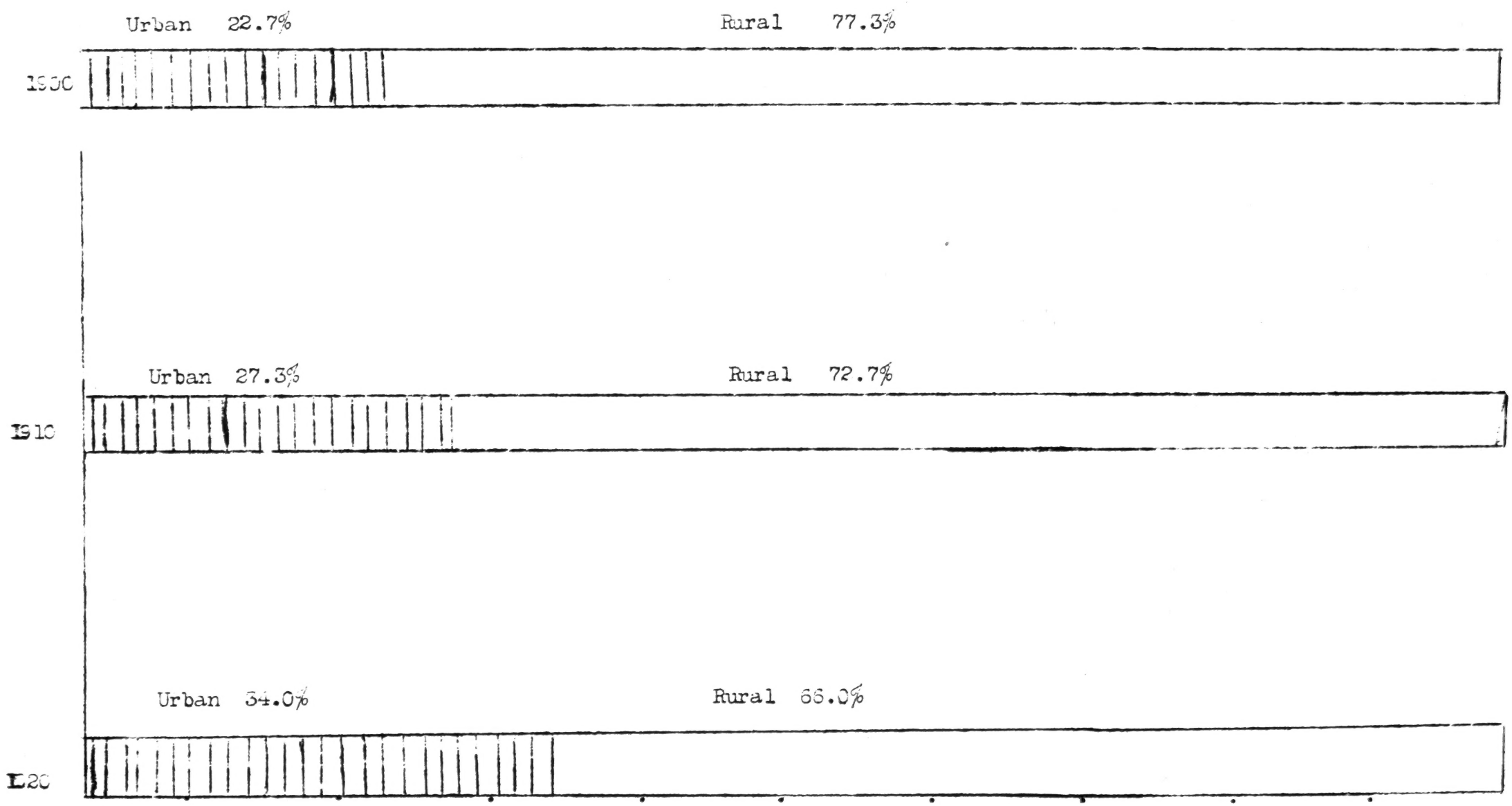
The Negro urban population of the country is now, in round numbers, three and one-half million; or when towns and villages of less than 2,500 inhabitants are included, the number living in urban centers is four million or more; that is, 40 per cent of the Negroes in the United States are now living in villages, towns and cities.

The larger part of the increase in Negro urban population has been due to migration. This migration has been national and not sectional. The migration from the rural districts of the South directly to the cities of the North has not been as great as the movement from the country districts to cities; even the migration of 1916-1920 was for the major part, a movement of Negroes from the country districts to cities. This included for the most part, migrations to the North from cities of the South and migration from country districts of the South into Southern cities to replace those who went North.

(See Graph)

PER CENT URBAN AND RURAL IN NEGRO POPULATION

1900 --- 1920



The Migrations 1916 - 19 -- 1922 - 24

In 1910 there were 1,027,674 Negroes in the northern states. Increase was slow; migration from the south in a tiny, restrained stream added only about 10,000 a year to these numbers. Then came the war with its sudden and widespread economic unsettlement. With immigration immediately checked, the established industries expanded, and specialized war industries added, a labor void was created sufficient to upset long established customs. During the period from 1916 to 1920 more than a half-million Negroes moved north, and during the past five years a number equally large. The census for 1920 shows an increase of 447,551 over 1910.

The bulk of these, together with the half million or more have come since 1920, have moved to a few cities, and for the most part, those cities with basic industries requiring large numbers of unskilled laborers.

More than 60 per cent of the Negro population of Illinois live in Chicago and over two-thirds of Michigan's Negro residents live in Detroit. Eight cities - Chicago, Detroit, New York, Newark, St. Louis, Pittsburgh, Philadelphia and Cleveland had, in 1920, a combined Negro population of 526,145, or 34 per cent of the entire Negro population of the North and West. If industrial districts centering around large cities are considered, about three-fourths of the Negro population in the North could be accounted for in 1920 in the following ten: Indianapolis, Detroit-Toledo, Cleveland-Youngstown, Kansas City, Pittsburgh, Columbus-Cincinnati, St. Louis, Chicago, Philadelphia, New York. Professor Monroe N. Work, of Tuskegee, who is responsible for this classification, placed the figure at 1,139,505. The increases in some of these northern cities between 1910 and 1920 was quite startling, as a brief listing will show:

City	Negro Population 1910	Negro Population 1920	Per Cent Increase 1910-20
Chicago, Ill.	44,103	109,458	148.2
New York, N. Y.	91,709	152,467	66.3
Cleveland, Ohio	8,448	34,451	307.8
Detroit, Mich.	5,741	40,838	611.3
Philadelphia, Pa.	84,459	134,339	58.9
St. Louis, Mo.	43,960	69,854	58.9

There are no such uniformly exact figures for the period since 1920. The increase is, however, known in a few cities, and in others may be estimated with reasonable accuracy. The Detroit school census taken in 1925 shows 81,831 Negroes, an increase of more than 100 per cent since 1920. No less than 50,000 have come to New York City during the same period. Test counts in three New Jersey cities and Buffalo, N. Y. where in local surveys by the Department of Research and Investigations of the National Urban

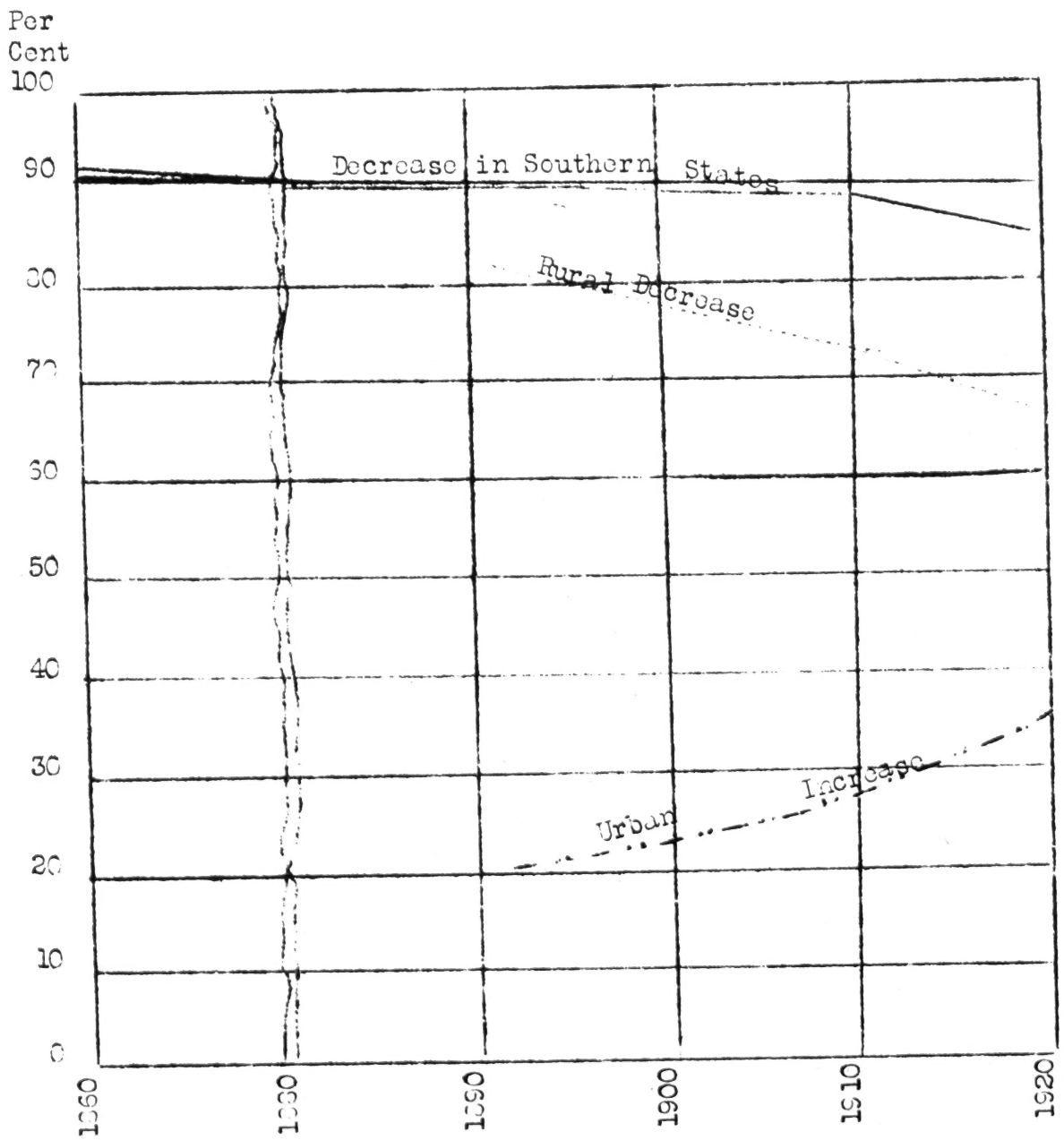
League it was possible to secure the exact date of arrival of Negro newcomers, indicate that the volume of increase for the first five years of the present decade is already two-thirds as large as the increase for the full decade, 1910-1920.

(See Graph)

GRAPH II

SHOWING GAINS AND LOSSES THROUGH MIGRATION

1860 - 1920



Percentage Negro in the Population of the North.

"The total population of the North is now a little more than 2 per cent Negro, or to be more exact it was 2.3 per cent Negro in 1920. From 1870 to 1910 the percentage had been nearly constant, being either 1.8 or 1.9; but the last census, 1920, showed a slight but significant increase. The percentage, however, is still small, equivalent to about one-fiftieth of the total population. So only one person in fifty in the northern states is a Negro. If, therefore, the Negroes were evenly distributed over the northern states, to correspond with the distribution of the white population, their numbers would not be large enough to constitute a disturbing factor in the social organism or arouse racial antagonism or introduce a race problem. But as already pointed out they are concentrated largely in certain cities, where they form a considerable and an increasing proportion of the total population. Over 4 per cent of the population of Chicago, Cleveland, Detroit, New Bedford, and Newark is Negro; about 5 per cent of the population of Youngstown and of Cambridge, Massachusetts; over 6 per cent of the population of Cincinnati and Philadelphia; not less than 9 per cent of the population of Columbus, St. Louis and Kansas City, Missouri; 11 per cent of the population of Indianapolis; and 14.2 per cent of the population of Kansas City, Kansas. These are all cities of over 100,000 population. Some of the smaller northern cities have still larger percentages of Negroes. Atlantic City is 21.6 per cent Negro.

"Within each city there is usually a large segregation, or concentration of Negroes in certain sections or localities - a Negro quarter. In New York City 42.3 per cent of the total Negro population are located in two assembly districts and within these districts Negroes form, respectively 35 per cent and 49 per cent of the total population. In Chicago there is one ward which contains 44 per cent of the total Negro population of the city and within which Negroes form 69 per cent of the total population. In Detroit the concentration is not so marked, although there is one ward in which Negroes constitute about 25 per cent of the total population, and another in which the percentage is nearly 20.

"In almost every southern city the percentage Negro, as indicated by the last census, is decreasing. Thus in Atlanta it decreased from 33.5 in 1910 to 31.3 in 1920; in Savannah from 51.1 to 47.1; in Charleston from 52.8 to 47.6; in Columbia from 43.9 to 38.5; in Memphis from 40.0 to 37.7; in Nashville from 33.1 to 30.1; in Dallas from 19.6 to 15.1; in Fort Worth from 18.1 to 14.1; in Houston from 30.4 to 24.6; in San Antonio from 11.1 to 8.9; in Richmond from 36.6 to 31.5; in Washington from 28.5 to 25.1. There are, however, three important cities of the South in which the decrease is hardly appreciable, namely Birmingham (39.4 to 39.3), Baltimore (15.2 to 14.8), and New Orleans (26.3 to 26.1).

"In northern cities, on the other hand the percentage of Negro is increasing. In Chicago it increased from 2.0 to 4.1; in Philadelphia from 5.5 to 7.4; in Pittsburgh from 4.8 to 6.4; in New York City from 1.9 to 2.7; in Cincinnati from 5.4 to 7.5; in Cleveland from 1.5 to 4.3; in Detroit from 1.2 to 4.1; in St. Louis from 6.4 to 9.0; and so in many other northern cities.

- Dr. Joseph A. Hill
Director, Bureau of the Census
"The Recent Migration of the Negro".

MIGRATION - 1910-1920

From Pennsylvania to Ohio	1,485
Illinois to Missouri	1,336
Maryland to Pennsylvania	3,741
" " District of Columbia	1,438
Virginia to New York	2,268
" " New Jersey	2,126
" " Pennsylvania	11,848
" " Ohio	2,847
" " Michigan	1,454
" " Maryland	6,546
" " West Virginia	2,750
North Carolina to New York	3,043
" " " New Jersey	1,946
" " " Pennsylvania	6,929
" " " Ohio	2,696
" " " Michigan	1,128
" " " Maryland	3,445
" " " Virginia	12,357
" " " West Virginia	1,950
South Carolina to New York	6,404
" " " New Jersey	2,222
" " " Pennsylvania	9,511
" " " Ohio	3,949
" " " Illinois	1,419
" " " Michigan	2,124
" " " Maryland	1,734
" " " District of Columbia	1,492
" " " West Virginia	718
Georgia to Massachusetts	871
" " Connecticut	2,705
" " New York	4,850
" " New Jersey	6,334
" " Pennsylvania	14,618
" " Ohio	11,838
" " Indiana	1,631
" " Illinois	7,311
" " Michigan	7,794
" " Virginia	1,180
" " Florida	3,393
" " California	887

MIGRATION - 1910-1920 (Cont.2)

From Alabama	to New York	1,028
"	" Pennsylvania	9,449
"	" New Jersey	2,208
"	" Ohio	16,807
"	" Indiana	2,724
"	" Illinois	10,460
"	" Michigan	7,279
"	" Missouri	2,887
"	" West Virginia	4,938
"	" Georgia	5,126
"	" Kentucky	4,181
Mississippi	to Pennsylvania	1,153
"	" Ohio	2,871
"	" Indiana	1,774
"	" Illinois	14,873
"	" Michigan	2,283
"	" Missouri	10,527
"	" Tennessee	8,901
"	" Alabama	3,719
"	" Arkansas	25,284
Arkansas	to Illinois	1,737
"	" Michigan	2,505
"	" Missouri	4,[illegible]2
"	" Kansas	1,150
"	" Tennessee	1,010
Louisiana	to Illinois	3,169
"	" Michigan	952
"	" Missouri	1,500
"	" Kansas	410
"	" Texas	14,639
"	" California	2,270
Oklahoma	to Missouri	1,354
"	" Kansas	1,729
"	" Texas	1,292
Texas	to Pennsylvania	1,188
"	" Illinois	1,913
"	" Missouri	2,437
"	" Nebraska	835
"	" Kansas	1,195
"	" California	3,001
Florida	to New York	2,400
"	" Pennsylvania	1,936
"	" New Jersey	4,987
"	" Ohio	1,382
"	" Illinois	777
"	" Michigan	1,261
"	" South Carolina	739
"	" Georgia	2,405

MIGRATION - 1910-1920 (Cont. 3)

From Kentucky	to Pennsylvania	1,593
"	" Ohio	5,760
"	" Indiana	3,426
"	" Illinois	3,156
"	" Michigan	2,865
Tennessee	to New York	719
"	" Pennsylvania	2,380
"	" Ohio	8,607
"	" Indiana	4,842
"	" Illinois	8,692
"	" Michigan	4,790
"	" Missouri	4,461
"	" West Virginia	1,275
Pennsylvania	to Ohio	1,485
Ohio	to Michigan	1,626
Indiana	to Illinois	1,007
Illinois	to Ohio	1,055
"	" Michigan	1,063
"	" Missouri	1,335
"	" Illinois	1,902
Kansas	" Missouri	1,089

MIGRATION NORTH TO SOUTH, SOUTH TO NORTH AND EAST TO WEST

Race and Section of Residence	Total Native Population	Born In: The North	Born In: The South	Born In: The West	State of Birth not Reported or born in outlying Possession etc.
All Races					
United States	78,456,380	46,179,002	29,010,255	2,903,162	360,961
The North	44,390,371	42,523,162	1,527,107	124,001	213,010
The South	28,649,319	1,449,329	27,079,582	2,743,931	82,378
The West	5,416,690	2,203,611	403,865	2,743,931	65,282
White					
United States	68,386,412	45,488,942	19,814,860	2,766,492	316,118
The North	43,319,193	41,891,553	1,119,245	116,939	200,656
The South	19,821,249	1,407,262	18,395,236	34,523	53,228
The West	5,245,970	2,190,327	378,379	2,615,030	62,234
Negro					
United States	9,787,424	621,286	9,109,153	15,604	41,381
The North	993,451	570,298	415,533	2,295	11,325
The South	8,738,858	39,007	8,638,619	2,412	28,750
The West	49,115	11,911	25,001	10,897	1,306

There is some explanation of the fact that Negroes have not migrated northward more rapidly prior to 1915 in the figures for immigrant increase in the North. Just as Negro labor has kept foreign immigrants out of the south, these foreign immigrants have in turn kept them out of the north.

Reading European immigration in hundreds of thousands and Negro migration in tens of thousands, the trends become strikingly apparent. For the decade of 1870 to 1880, European immigration totalled 2,812,191 and Negro migration 42,473. A period of prosperity followed in the decade 1880 to 1890, new immigrations were spurred and a high point of 5,246,613 was reached. The effect upon Negro labor is unmistakable. The North not only failed to draw Negro migrants during that decade, but suffered an actual loss of 94,466 Negroes, who were pushed, by the fierce competition, back into the South. The decade ending in 1900 showed a decline in European immigration; the numbers fell to 3,687,567. In this

decade Negro migration took a sharp upward turn and a deposit of 200,000 was left. During the next decade 1900-1910, European immigration reached its highest point with 8,795,386 and again the Negro numbers were forced down to 79,791. The war decade, as is well known, made gross reductions in immigration at a time when industries were expanding. The result of this appears promptly in the mounting Negro figures which reached their highest point with 334,000 migrants.

ELEMENTS OF NEGRO POPULATION - MULATTOES

..."A separate enumeration of mulattoes has been made four times, in the census of 1850, 1860, 1870 and 1890. The results disclosed the fact that where the proportion of Negroes to whites was lowest, the proportion of mulattoes to total Negroes was highest. For example: in 1890, in the South Central States of Kentucky, Tennessee, Alabama, Mississippi, Louisiana, Arkansas, Oklahoma and Texas, the mulattoes were but 14 per cent of the total Negro population. On the other hand, they were 32.7 per cent in the New England group. Expressed differently, of all the so-called "Negroes" whom a white man would see in Mississippi, only 11.5 per cent would be of the mulatto type, while of all those observed in Massachusetts 36.5 were mulattoes. In Maine 57.4 per cent were mulattoes, and in Michigan they were 53.8 per cent; while in Georgia and South Carolina they were respectively 9.9 per cent and 9.7 per cent..."

- A. F. Stone, Studies in the American Race Problem.

MULATTOES IN THE NEGRO POPULATION BY GEOGRAPHIC AREAS
1850, 1870, 1890 and 1900

	1850		1870		1890		1900	
	Per Cent Mulatto	Mulattoes to 1,000 Blacks	Per Cent Mulatto	Mulattoes to 1,000 Blacks	Per Cent Mulatto	Mulattoes to 1,000 Blacks	Per Cent Mulatto	Mulattoes to 1,000 Blacks
United States	11.2	126	12.0	136	15.2	179	20.9	264
The South....	10.9	111	11.1	125	13.7	159	20.1	252
The North....	24.8	329	20.3	255	28.0	390	26.6	363
The West.....	23.4	306	35.6	553	39.2	644	32.1	473

PER CENT MULATTO IN TOTAL POPULATION: 1910, 1920

Division	1920	1910
United States	20.9	15.9
New England	33.4	19.4
Middle Atlantic	19.6	11.6
East North Central	33.2	20.7
West North Central	28.7	18.7
South Atlantic	20.8	16.1
East South Central	19.1	15.0
West South Central	20.1	15.5
Mountain	28.6	18.1
Pacific	34.7	29.3

CONTINENTAL UNITED STATES NEGRO POPULATION

Census Year	Total Negro	Black	Mulatto	Per Cent Mulatto
1850	3,638,808	3,233,057	405,751	11.2
1860	4,441,830	3,853,467	588,363	13.2
1870	4,880,009	4,295,960	584,049	12.0
1890	7,488,676	6,357,980	1,132,060	15.2
1910	9,827,763	7,777,077	2,050,686	20.0

The Possible Negro Population in 2000.

Basing estimates upon the present apparent rate of increase ($\frac{1}{2}$ of 1 per cent a year) Dr. Dublin has calculated, according to the statistical methods developed by Raymond Pearl of John Hopkins, the maximum increase of the Negro population in the year 2000 as 15,000,000.

The table is as follows:

Year	Calculated Population	Observed Population
1900	8,743,888	8,833,994
1910	9,799,087	9,827,763
1920	10,760,745	10,463,131
1930	11,603,934	
1940	12,333,333	
1950	12,927,711	
1960	13,412,500	
1970	13,794,307	
1980	14,091,932	
1990	14,320,305	
2000	14,486,017	

II HEALTH

Health is both a condition to be dealt with directly, and as index or a sign of other conditions of life and civilization which affect health. Hence mortality rates are significant for all members of the National Interracial Conference whether their work relates to the improvement of health, or to education which is conditioned by health, and must be an ally in bettering it; or to industry which affects health directly through working conditions and indirectly through the standard of living which the wage determines; or housing which may be wholesome or conducive to disease; or recreation which offsets fatigue and sets in motion the forces which make for health; or law observance and administration which are often obstructed by the same conditions which produce ill-helath; or citizenship, whose privileges determine the influence of a race in furthering governmental activities directed toward conservation of health; or race relations and attitudes which must have their psychological effect upon physical well-being, while at the same time in accordance with these attitudes and relations a community shows its concern or its carelessness that babies of the disadvantaged race die and that the span of life of adults is lessened by preventable diseases.

Data on health are an inescapable test of activities directed toward improving conditions of Negro life in the United States, and it is logical, therefore, that the conference should begin with this subject.

Sources of Statistics

Four principal sources of statistics have been drawn upon for this memorandum on Negro health. They are as follows:

(1) Records of mortality within the registration area, provided by the United States Census Bureau. This area does not yet include five important southern states with a combined Negro population of 2,350,315

(2) The Metropolitan Life Insurance Company's mortality experience, based upon the records of 2,500,000 Negroes. These are in a sense the most complete and carefully kept of all records of Negro mortality, but may have in them an element of selection.

(3) Local records compiled by the Health Commissioners of 75 selected cities. Except in a few notable instances the separation of Negro and white deaths is not carried through in sufficient detail to be of great value. The methods of tabulation, such as they are, give differences so great between cities that few comparable items remain.

(4) Special studies of Negro Health. These are of four types:

Health

(a) Statistical analyses of mortality rates,
(b) Detailed local records, utilizing the items of entry on death certificates by race,

(c) Studies of environmental factors influencing Negro mortality rates,

(d) Medical studies concerned for the most part with the incidence of special diseases among the Negro population; peculiarities of Negro physical structure; susceptibility and immunity.

It was not found feasible to make extensive comparisons between these four general sources. Moreover, in so many instances it was evident that the results were influenced by factors not taken into account in the studies, that the most reliable presentations of these data should be carried out for the most part separately. In general the trends are similar. Factors operating to to weaken the value of these records as they appear are fundamental ones, and affected with more or less intensity all of the sources of the published records.

GENERAL VITAL STATISTICS

The Negro death rate in the United States in 1925, the last year for which figures are available on the entire registration area, was 18.2; in 1924 it was 17.6 and in 1923 it was 17.7. It was 48 per cent higher than the white rate in 1924 and 62.5 per cent higher in 1925.

The Negro death rate, urban and rural, in the North is higher in the South. Their average death rate per 1000 for 9 southern states was 16.9 and for 10 northern states was 22.4.

The Negro death rate is higher for cities than for rural sections. It was 23.5 for urban and 15.2 for rural sections. The disparity between white and Negro death rates is greater in urban than in rural sections, the Negro rate being 94 per cent greater for the first and 50 per cent greater for the second.

The Negro death rate is greater for southern than for northern cities. In 1925 it averaged 25.7 per 1000 in the cities of 9 southern states and 22.1 per 1000 in the cities of 10 northern states.

The Negro rural death rate is greater in the North than in the South. For the North it was 23.4; for the South it was 14.8

(a) Statistical analyses of mortality rates,
(b) Detailed local records, utilizing the items of entry on death certificates by race,

(c) Studies of environmental factors influencing Negro mortality rates,

(d) Medical studies concerned for the most part with the incidence of special diseases among the Negro population; peculiarities of Negro physical structure; susceptibility and immunity.

It was not found feasible to make extensive comparisons between these four general sources. Moreover, in so many instances it was evident that the results were influenced by factors not taken into account in the studies, that the most reliable presentations of these data should be carried out for the most part separately. In general the trends are similar. Factors operating to to weaken the value of these records as they appear are fundamental ones, and affected with more or less intensity all of the sources of the published records.

GENERAL VITAL STATISTICS

The Negro death rate in the United States in 1925, the last year for which figures are available on the entire registration area, was 18.2; in 1924 it was 17.6 and in 1923 it was 17.7. It was 48 per cent higher than the white rate in 1924 and 62.5 per cent higher in 1925.

The Negro death rate, urban and rural, in the North is higher in the South. Their average death rate per 1000 for 9 southern states was 16.9 and for 10 northern states was 22.4.

The Negro death rate is higher for cities than for rural sections. It was 23.5 for urban and 15.2 for rural sections. The disparity between white and Negro death rates is greater in urban than in rural sections, the Negro rate being 94 per cent greater for the first and 50 per cent greater for the second.

The Negro death rate is greater for southern than for northern cities. In 1925 it averaged 25.7 per 1000 in the cities of 9 southern states and 22.1 per 1000 in the cities of 10 northern states.

The Negro rural death rate is greater in the North than in the South. For the North it was 23.4; for the South it was 14.8

DEATH RATES IN 1925 PER 100,000 ESTIMATED POPULATION,
IN THE REGISTRATION STATES OF 1920
(Including District of Columbia)

Age Periods		COLORED	PERSONS
	Total	Males	Females
All Ages	1,830.2	1,892.2	1,766.4
Under 1 year	13,341.1	14,866.3	11,802.6
1 to 4 years	1,241.0	1,296.3	1,185.1
Under 5 years	3,668.1	4,016.1	3,319.9
5 to 9 years	293.7	294.6	292.8
10 to 14 years	318.0	323.6	312.4
15 to 19 years	831.3	758.5	898.8
20 to 24 years	1,145.5	1,126.6	1,162.2
25 to 34 years	1,328.3	1,360.0	1,298.6
35 to 44 years	1,701.4	1,691.6	1,712.1
45 to 54 years	2,584.3	2,454.7	2,765.7
55 to 64 years	4,242.8	4,053.2	4,497.8
65 to 74 years	6,604.2	6,687.6	6,503.3
75 and over	14,879.7	15,672.2	14,130.4

Not for publication until released by U. S. Census Bureau.

WHITE AND COLORED MORTALITY FROM ALL CAUSES FOR TOTAL URBAN AND RURAL AREAS OF STATES, ADJUSTED For- Age. 1920

	Death rate per 1,000 population		Ratio of Colored to White rate
	White	Colored	
Urban.....	14.44	26.99	1.87
Rural.....	10.84	16.13	1.49

The disparity between Negro rural and urban rates is over two and half times greater than the disparity between white urban and rural deaths.

The urban mortality rate decreases for whites and Negroes alike, the farther north the area, and the rural rates increase. That is to say, the highest urban rates are in the lower South, the next highest in the upper South and the lowest in the northern states; the lowest rural rates, on the other hand, are in the lower South and the highest in the North.

The expectation of life for Negroes increased 8 years for Negro males and 7.3 years for Negro females between 1900 and 1920; for white males it increased about 5.9 years and for white females 5.3.

Mortality for all causes adjusted for age shows smaller rates for rural Negroes than for urban whites in Florida, Louisiana, Mississippi, North Carolina and South Carolina.

In 1925 the infant mortality rate was 110.8 per 1000 births for Negroes and 68.3 for whites. In 1910 the rate was 261 for Negroes and 129.7 for whites. The mortality is greater in cities (125.0) than in the country (100.5). The Negro infant mortality rate, however, is lower than that of Austria, Belgium, France, Germany, Italy, Rumania, Hungary, and Spain. The Negro death rate is less than that of Austria, France, Italy, Rumania ans Spain.

Mortality By Age Groups.

Dr. Mary Gover and Edgar Sydenstricker of the United States Public Health Service, have made the most recent study of Negro vital statistics from government cources. In this task they had the cooperation of the Census Bureau, beyond that usually accorded private individuals. The most important summaries are for Negro mortality adjusted for age, in urban and rural sections of states. These adjusted rates by states are given in the accompanying tables.

COLORED URBAN MORTALITY FROM ALL CAUSES FOR DIFFERENT AGE GROUPS.

1920

State	Death Rate per 1,000 Population.												
	0-4	5-9	10-14	15-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	90-99	100
Florida	57.2	3.0	3.8	11.5	12.9	19.2	25.1	36.9	53.7	76.4	131.9	321.4	416.7
Illinois	69.6	6.7	6.4	9.6	11.7	15.0	20.3	39.1	54.2	85.2	142.9	271.2	800.0
Kentucky	57.9	5.0	6.2	11.4	13.0	17.0	23.7	39.0	51.1	87.6	145.4	230.8	181.8
Louisiana	59.3	5.1	6.1	14.1	19.1	24.6	31.0	52.3	72.8	114.8	167.8	297.0	250.0
Maryland	78.4	5.0	4.7	9.7	13.0	15.5	22.8	42.5	70.4	82.2	126.9	211.5	285.7
Michigan	34.4	7.8	7.5	12.7	16.7	20.2	26.9	27.5	61.0	120.0	128.6	58.8	800.0
Mississippi	55.1	7.1	8.6	18.3	20.2	31.3	36.2	57.9	85.1	147.9	192.9	460.3	736.8
Missouri	72.3	6.2	5.9	11.0	11.9	15.2	22.0	37.7	60.6	104.1	133.0	202.5	93.8
New Jersey	78.0	5.3	5.4	8.2	9.7	13.2	20.0	34.8	69.0	103.1	172.4	266.7	142.9
New York	79.4	6.1	5.2	12.2	11.2	11.9	18.3	30.6	54.5	106.4	146.1	207.5	90.9
North Carolina	64.7	4.8	4.8	12.6	15.4	19.9	26.2	41.8	61.6	86.7	189.1	339.6	375.0
Ohio	67.6	5.6	5.7	9.6	13.9	16.5	23.8	33.5	54.6	86.6	163.0	314.8	500.0
Pennsylvania	74.4	5.0	5.9	10.8	12.9	15.4	20.5	34.7	63.8	106.4	173.7	153.8	250.0
South Carolina	100.9	6.5	5.9	15.9	20.7	26.6	35.6	63.7	70.4	109.7	222.9	114.3	444.4
Tennessee	63.5	6.9	6.1	17.2	18.3	22.5	25.7	40.8	63.0	77.0	114.3	226.2	365.9
Virginia	70.0	4.1	3.9	10.3	12.5	17.4	24.2	40.1	65.1	61.4	58.0	113.6	222.2

Note:-States used are those in the death registration area of 1920 in which Negroes were 90 per cent or more of the total colored population, and in which, with the exception of Michigan, the total number of Negroes was 100,000 or more. The Negro population of Michigan was 60,082 persons.

White and Colored Mortality From all Causes For
Urban and Rural Areas of States, Adjusted For Age.

1920

Table 6

State	Total		Urban		Rural	
	White	Colored	White	Colored	White	Colored
Florida	11.7	17.3	13.7	24.0	11.1	15.4
Illinois	12.4	24.5	13.9	24.9	10.5	24.1
Kentucky	11.0	19.1	14.4	24.3	10.3	17.2
Louisiana	11.2	17.0	15.8	30.6	8.8	13.5
Maryland	13.0	22.6	14.1	26.8	11.6	19.5
Michigan	13.2	29.2	15.2	30.0	11.5	29.4
Mississippi	9.9	16.4	18.8	35.8	8.9	
Missouri	11.5	22.5	14.9	29.9	9.7	18.0
New Jersey	13.0	23.6	13.8	25.7	11.7	20.3
New York	13.6	23.8	14.3	25.0	11.8	17.6
North Carolina	11.8	17.4	17.9	27.2	11.0	15.9
Pennsylvania	13.5	25.0	15.1	26.2	12.1	21.3
South Carolina	12.6	15.8	21.4	37.4	11.3	17.2
Tennessee	11.0	19.0	17.2	28.0	9.9	15.5
Virginia	11.6	18.9	14.5	25.6	10.7	16.8

Note:- States used are those in the death-registration area of 1920 in which Negroes were 90 per cent or more of the total colored population and in which, with the exception of Michigan, the total number of Negroes was 100,000 or more. The Negro population of Michigan was 60,082 persons.

WIDE DIFFERENCES APPEAR BETWEEN STATES IN EVERY AGE GROUP

For the age group 15-19 the rate of difference, measured in terms of standard deviation is 2.78; for the group 0-4 it is 13.9; for the group 20-29 it is 1.53; but for the group 80-89 it is 39. These offer problems for study and may throw light upon the effect of migrations of various age groups upon general Negro mortality rates.

When adjusted, urban death rates for Negroes and whites are highest in South Carolina, Mississippi and Louisiana. Adjusted rural rates show lowest Negro rates in the southern states.

Using the four states, Mississippi, North Carolina, Ohio and Michigan as typical of different localities, death rates from all causes, are high between the ages of 15 and 40 in Michigan; in Ohio between 15 and 30. In North Carolina and Mississippi death rates are higher during middle age than in the northern states.

Death rates from all causes, based on census data, are presented for color, age, state, urban and rural. Colored rates are relatively higher in cities than in rural areas compared with white. Both white and colored rates are higher in southern cities than in rural areas of the same states. This is more marked among the colored than the white race.

Life Span

An analysis of the 1919 and 1920 tables by R. H. Britten shows that both white and Negro females have a greater expectation of life, and that during the past 10 years Negroes have shown a greater improvement than whites in expectation at birth. There is still a large disparity, however. Gover and Sydenstricker, of the U. S. Public Health Service, basing their calculations upon the original registration states, find the mean age,

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Some Tendencies Indicated by New Life Tables--Public Health Reports, April 11, 1924.

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at death of all persons for the past three decades, as follows: White males, 48,50 and 54 years; white females 51, 54, and 56 years; Negro males 33, 34, and 41 years; Negro females, 35, 38 and 42 years. That is to say, the mean age for Negroes is about 15 years earlier than for whites.

The original registration states on which this calculation was based contained less than four (4) per cent of Negro population.

These include the states with highest Negro mortality rates Maine, New Hamshire, Vermont, Massachusetts, Connecticut, Rhode Island, New York, New Jersey, District of Columbia and Michigan.

The Metropolitan Life Insurance Company, through Dr. Louis I. Dublin, statistician, has made available the most recent figures on these mortality trends for Negroes, making it possible to observe for this group comparisons with the trends of the registration areas and with earlier periods of this company's experience.

DEATH RATE PER 100,000 FROM ALL CAUSES
EXPERIENCE OF METROPOLITAN LIFE INSURANCE COMPANY
INDUSTRIAL WEEKLY PREMIUM-PAYING BUSINESS, 1927

Age	Males		Percent Colored of	Females		Percent Colored of
	White	Colored	White	White	Colored	White
All Ages	846.8	1508.1	178.1	770.5	1416.4	183.8
Under 1	3413.9	5574.6	163.3	2761.6	4621.3	167.3
1 - 4	553.7	1035.3	187.0	483.5	853.3	176.5
5 -14	213.7	334.8	156.7	172.9	298.8	172.8
15-24	310.9	753.5	242.4	315.2	875.2	277.7
25-44	561.7	1233.0	186.3	514.7	1168.0	226.9
45-64	2369.9	3005.1	126.8	1646.8	2628.9	159.6
65 and over	7148.3	7962.6	111.4	5797.1	6845.4	118.1

The Infant Mortality Rates
for the Negro Population.

The infant mortality of Negroes is greater than that of whites in the published records of every State in the registration area. The rates for the registration area, 1925, are given in a table which follows. The natural increase of the Negro population is faster than whites in the following states: California, New York, Washington and Wyoming. The Negro infant death rate is lower for Negroes than for whites in the following cities: Los Angeles, Oakland, San Francisco, St. Petersburg, Florida, Goldsboro and Wilmington, North Carolina, and Seattle, Washington. The lowest infant mortality rate - deaths of infants under one year - any-

where in the country in the year 1925 was among the Negro population of Montclair, New Jersey, where the Negro rate was 18.9 per 1,000 births - while the rate of the whites is 10.0. The colored population of Montclair is 4,000. There were 53 births and 1 death under 1 year. The highest rate was among the Negro population of Leavenworth, Kansas, where the colored population was 3,183 and the infant mortality rate among colored was 615.4, which is more than twice as great as that of any other group in any other city for the year. The number of births was 13, eight of which died before reaching the first year.

Normally it would be expected that a rate figured upon so definite a thing as the number of births is in less danger of error than a rate based upon a population estimate. In a number of the States there were clear evidence and occasional protests that Negro births were not registered as carefully as white births, were not registered as carefully as they should have been. The amount of delinquency in such cases is of course difficult to estimate, and there have been few checks upon the Negro population on this point.

INFANT MORTALITY
(Per 1000)

STATES	WHITE	COLORED
North Dakota	67.8	289.8
Montana	64.0	192.0
Minnesota	59.3	186.9
Maine	76.2	181.8
Wisconsin	66.5	171.1
Nebraska	56.2	161.4
Kansas	58.9	149.5
Iowa	55.4	148.4
Michigan	73.3	148.9
Maryland	76.1	146.1
Delaware	82.9	131.5
Pennsylvania	79.7	131.2
Ohio	66.7	127.0
New Jersey	65.[illegible]	124.7
Illinois	70.3	121.8

INFANT MORTALITY (Cont.)
(Per 1000)

STATES	WHITE	COLORED
Kentucky	66.9	119.5
New York	65.8	119.1
Indiana	66.2	118.2
Connecticut	72.3	114.4
Virginia	67.5	110.9
West Virginia	78.0	110.0
Utah	55.0	107.3
Massachusetts	72.5	107.1
North Carolina	67.0	104.9
Florida	60.1	104.8
Washington	53.9	103.1
Oregon	49.8	101.7
New Hampshire	76.2	100.0
Rhode Island	72.3	100.0
Wyoming	62.6	99.4
Mississippi	52.9	85.3
California	69.0	65.0

LEADING CAUSES OF DEATH

AMONG NEGROES

Seventy-five cities were selected by this Committee as representing the important centers of Negro population in the United States. The proportion of this population to the total varies in the different sections, but include Negroes. A chart has been prepared in which is noted a large group of items descriptive of the city. From this certain observation may be made.

For the year 1925, comparable data could be secured for 58 of these. In these 58 cities, the leading cause of death was heart disease in 25 or about 43 per cent of them. In 10 cities it was tuberculosis.

Leading Cause of Death	No of cities
Heart Disease	25
Pneumonia	16
Tuberculosis	10
Nephritis	4
Homicide	1
Cerebral softening	1
Congenital Malformation	1
	58

The leading cause of death (1925) in the Registration Area was as follows:

Northern States	Leading Cause of Death
Maine.....	Heart Disease
New Hampshire...	Tuberculosis, Nephrites equal
Vermont.....	Heart Disease
Massachusetts...	Heart Disease, Tuberculosis equal
Rhode Island....	Heart Disease
Connecticut.....	Heart Disease
New York.....	Tuberculosis
New Jersey.....	Pneumonia
Pennsylvania....	Pneumonia
Ohio.....	Tuberculosis
Indiana.....	Heart Disease
Illinois.....	Heart Disease
Michigan.....	Pneumonia
Wisconsin.....	Tuberculosis
Minnesota.....	Tuberculosis
Iowa.....	Nephritis
Missouri.....	Heart Disease
North Dakota....	Tuberculosis
Kansas.....	Heart Disease

Southern States	
Alabama.....	Tuberculosis
Delaware.....	Heart Disease
District of Columbia..	Heart Disease
Florida.....	Heart Disease
Kentucky.....	Heart Disease
Louisiana.....	Heart Disease
Maryland.....	Pneumonia
Mississippi.....	Tuberculosis
North Carolina..	Tuberculosis
South Carolina..	Heart Disease

Southern States (Cont.)

	Leading Cause of Death
Tennessee.....	Tuberculosis
Virginia.....	Heart Disease
West Virginia...	Tuberculosis

Western States

California.....	Tuberculosis
Colorado.....	Tuberculosis
Idaho.....	Tuberculosis
Montana.....	Tuberculosis
Oregon.....	Tuberculosis, Heart Disease equal
Utah.....	Pneumonia
Washington.....	Tuberculosis
Wyoming.....	Tuberculosis

* Pulmonary Tuberculosis Only

Cities in which Heart Disease was the leading cause of death:

City	Death Rate
*Chicago	29.3
New Orleans	31.6
Washington	20.4
*St. Louis, Mo.	22.8
Norfolk, Va	36.1
Louisville, Ky	22.1
Savannah, Ga	23.8
Nashville, Tenn	24.8
Indianapolis, Ind	18.9
Houston, Texas	----
Augusta, Ga	25.9
Montgomery, Ala	24.3
Shreveport, La	38.7
Boston, Mass	23.9
Charlotte, N C	25.0
Petersburg, Va	20.3
Newport News, Va	11.1
Lexington, Ky	28.3
Knoxville, Tenn	27.2
*Atlantic, N J	20.7
Wilmington, Del	19.7
Galveston, Texas	22.2
Lynchburg, Va	27.0
*Oakland, Calif	9.7
Charleston, West Virginia	28.1

Nineteen of the twenty-five, or 76% are southern cities. Tuberculosis deaths lead in New York, Jacksonville, Fls., Cleveland, Ohio, Cincinnati, Macon, Ga., Little Rock, Ark., Fort Worth, Tex., Los Angeles, Calif., Kansas City, Kan., and San Antonio, Tex.. Three of these are northern; the others are southern and western.

Southern States (Cont.)

	Leading Cause of Death
Tennessee.....	Tuberculosis
Virginia.....	Heart Disease
West Virginia...	Tuberculosis

Western States

California.....	Tuberculosis
Colorado.....	Tuberculosis
Idaho.....	Tuberculosis
Montana.....	Tuberculosis
Oregon.....	Tuberculosis, Heart Disease equal
Utah.....	Pneumonia
Washington.....	Tuberculosis
Wyoming.....	Tuberculosis

* Pulmonary Tuberculosis Only

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Louisville, Ky	22.1
Savannah, Ga	23.8
Nashville, Tenn	24.8
Indianapolis, Ind	18.9
Houston, Texas	----
Augusta, Ga	25.9
Montgomery, Ala	24.3
Shreveport, La	38.7
Boston, Mass	23.9
Charlotte, N C	25.0
Petersburg, Va	20.3
Newport News, Va	11.1
Lexington, Ky	28.3
Knoxville, Tenn	27.2
*Atlantic, N J	20.7
Wilmington, Del	19.7
Galveston, Texas	22.2
Lynchburg, Va	27.0
*Oakland, Calif	9.7
Charleston, West Virginia	28.1

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Pneumonia leads in Philadelphia, Baltimore, Birmingham, Atlanta, Memphis, Richmond, Detroit, Pittsburgh, Kansas City, Mo., Columbus, Ohio, Winston-Salem, Chattanooga, Newark, Beaumont, Tampa, Omaha. Five of them (about 31 per cent) were northern, nine of them were southern and two western. Nephritis leads in Charleston, S C., Dallas, Tex., and Roanoke, Va. Homicided led in Miami, Florida; Malformation in Wilmington, N C; Cerebral softening in Portsmouth, Va.

(See tables - Characteristics of cities)

CITIES IN WHICH LEADING CAUSE OF DEATH IS TUBERCULOSIS
CHARACTERISTICS

CITY	Negro Population	Per Cent Total	Mobility	Gen. Negro Death Rate	Excess Over White	Infant Death Rate	Excess Over White	Birth Rate
New York	170,000	4.9	+83.8	30.5	16.0	118.4	56.4	36.9
Jacksonville	90,347	37.0	+11.3	21.2	10.9	117.6	62.0	17.9
Cleveland	49,400	5.2	+19.	23.8	14.2	111.7	49.4	31.0
Cincinnati	34,800	8.5	+14.1	27.2	12.3	105.3	31.8	28.9
Macon, Ga.	25,100	43.1	+33.0	25.2	11.1			
Little Rock	18,600	25.0	+10.6	35.5	17.6			
Ft. Worth, Tex.	19,000	12.2	- 5.4	15.1	5.8			
Los Angeles		5.8	+13.2			67.5	9.8	
Kansas City, Kans.	19,398	16.7	+19.7	21.8	9.1	180.8	106.9	17.7
San Antonia	16,700	8.4	+11.7	17.1	2.0			

CITIES IN WHICH LEADING CAUSE OF DEATH IS HEART DISEASE

Chicago	149,800	6.7	+20.1	29.3	13.8	115.4	43.8	28.5
Washington	23,500	20.4	+ 9.5	22.0	11.0	131.7	70.0	23.2
New Orleans	107,900	25.9	+ 9.2	31.6	16.8			
St. Louis	85,300	10.4	+16.6	22.8	10.0			
Norfolk, Va.	61,100	36.1	+11.1	15.4	7.7	157.7	98.3	16.1
Louisville, Ky.	46,100	15.2	+11.2	22.1	9.3	128.2	51.5	25.7
Savannah, Ga	42,300	45.4	+17.1	23.8	12.4			
Nashville, Tenn.	38,900	28.6	+ 5.6	24.8	10.5			
Indianapolis	42,300	11.8	+11.6	18.9	5.8	113.2	50.3	21.5
Houston, Tex.		8.1	+12.5					
Augusta, Ga.	23,100	41.8	+14.8	25.9	9.6			
Montgomery, Ala.	20,100		+ 6.2	24.3	12.8			
Shreveport, La.	21,600	37.8	+ 9.7	38.7	23.2			
Boston	18,700	2.4	+15.6	23.9	9.3	117.6	33.5	25.5
Charlotte, N. C.	16,300	30.6	+ 7.0	25.0	13.2	163.9	92.5	33.7
Newport News	19,200	40.7	+ 4.4	11.1	6.2	120.7	65.9	15.1
Petersburg, Va.	15,100	92.3	+ 4.0	20.5	9.3	165.7	84.1	24.0
Knoxville, Tenn.	12,000	12.5	+ 6.7	27.2	15.4			
Atlantic City	11,700	21.8	+14.4	20.7	0.6	95.6	25.3	21.5
Wilmington, Del.	11,700	9.6	+ 9.	19.7	8.8	137.9	56.8	14.4
Galveston	11,000	22.7	+15.8	22.2	9.8			
Lynchburg, Va.	7,700	22.0	+ 2.1	27.0	13.3	115.2	31.5	28.2
Oakland, Cal.	14,800	3.8	+19.9	9.7	-0.5	45.3	-8.0	19.4
Charleston, W. Va.	5,300	10.8	-42.0	28.1	13.0	131.6	37.6	21.5

CITIES IN WHICH LEADING CAUSE OF DEATH IS PNEUMONIA

CITY	Negro Population	Per Cent Total	Mobility	Gen. Negro Death Rate	Excess Over White	Infant Death Rate	Excess Over White	Birth Rate
Philadelphia	163,500	8.2	+15.6	22.5	10.2	127.6	57.7	28.6
Baltimore	117,100	14.7	+11.5	25.0	12.2	122.2	50.3	27.9
Birmingham	81,000	39.3	+ 7.3	23.7	11.0			
Atlanta, Ga.		41.8	+ 9.1					
Memphis, Tenn.	63,300	36.1	+12.9	28.7	14.7			
Richmond, Va.	54,700	29.9	+ 7.5	21.4	9.4	131.7	74.3	27.5
Detroit	82,700	6.6	+22.	19.7	9.3	128.2	51.5	25.7
Pittsburgh	45,600	7.2	+14.3	23.7	9.5	102.0	22.6	31.2
Kansas City, Mo	34,500	9.4	+19.7	26.0	13.4			
Columbus, O	28,200	10.0	- 9.0	21.6	8.5	168.0	99.4	22.6
Winston-Salem, N. C.	30,200	43.7	+34.0	16.9	7.4	169.2	86.7	29.4
Chattanooga, Tenn.	17,600	26.4	+11.5	43.2	28.1			
Newark, N. J.	22,100	4.8	+13.6	29.0	18.2	154.0	95.2	41.2
Beaumont, Tex.	16,400	32.4	+ 8.1	14.0	4.3			
Tampa. Fla.	13,602	19.6	+13.1	23.7	12.6	173.3	119.1	23.0
Omaha, Neb.	13,700	2.3	-17.1	15.6	2.5	121.3	56.8	14.4

CITIES IN WHICH LEADING CAUSE OF DEATH IS NEPHRITIS

Charleston, S. C.	33,100	45.3		31.0	19.5			
Dallas, Tex.	26,100		+14.1	23.9	11.8			
Mobile, Ala.	24,500	37.1	+53.9	21.2	7.9			
Roanoke, Va.	10,000	17.1	+ 6.1	23.0	10.4	139.8	46.9	32.9

CITIES IN WHICH LEADING CAUSE OF DEATH IS CEREBRAL SOFTENING

Portsmouth, Va.	26,700	45.2	6.7	14.7	7.0	124.0	55.2	18.1

CITIES IN WHICH LEADING CAUSE OF DEATH IS CONGENITAL MALFORMATION

Wilmington, N. C.	14,000	37.7	+ 3.3	21.1	10.1	144.3	67.6	28.7

CITIES IN WHICH LEADING CAUSE OF DEATH IS HOMICIDE

Miami, Fla.	22,078	31.6	+11.9	23.7	5.4	155.4	90.2	41.4

Causes of infant deaths

Knox and Zental, in a study of infant mortality among Negroes in the registration birth area from 1921 reports, conclude that Negro infants died four times more frequently from pulmonary tuberculosis, four times more frequently from syphilis and 2.3 times more frequently from pneumonia, than whites. They found no marked racial differences in deaths from diahrrhea and enteritis. Congenital malformations and injury at birth were twice as frequent among whites as among Negroes. Twenty per cent of all Negro deaths during one year were due to tuberculosis, syphilis, or diseases of the respiratory system, as contrasted with ten per cent of all white deaths during one year from these three causes. The four diseases, tuberculosis, pneumonia, syphilis and premature birth caused 42 per cent of deaths of Negro infants and 28 per cent of deaths of white infant .

According to J. H. Mason Knox, in the registration area, syphilis and tuberculosis are three times more frequent in Negro than white; pneumonia 2.5 times as often. Diarrhea, enteritis are not conspicuously prevalent. Tuberculosis, syphilis and pneumonia account for 29% of all Negro infant deaths and 7% of whites. He concludes that the greatly diminished life expectancy of Negro infants is due to lower average of moral, economic and educational standards, resulting in unhygienic living.

STUDIES OF PARTICULAR CITIES

Dr. J. Park White, in a report on the health of Negro babies in St. Louis, Missouri, in 1924, published in the Journal of Diseases of Children, 1924, Volume 28, lists the following rates as the mortality experience of St. Louis:

Total infant death rate,	1923,	69.2
White infant death rate,	1923,	65.3
Negro infant death rate,	1923,	126.0
Total stillborn infants,	1923,	5.82 of all births
White stillborn infants,	1923,	4.93 of white births
Negro stillborn infants,	1923,	13.26 of Negro births.

The higher Negro rates he attributed to improper or inadequate prenatal and natal care; employment during pregnancy; illegitimacy and venereal diseases. He noted the frequent incidence of rickets and malnutrition among Negro children.

	White		Colored	
	No.	%	No.	%
Normal.....	217	65.4	27	31
Malnourished.....	43	12.3	8	9
Rachitic.....	49	14.7	30	34
Malnourished and rachitic.....	24	7.1	23	26
	334		88	

Concludes that Negro baby has half white baby's chance to live in St. Louis and from 2 to 3 times chance for contracting the largely preventable diseases.

(Report on Health of Colored Babies in St. Louis. Dr. Park J. Dunn before American Pediatric Society, June 5-7, 1923, Atlantic City, Massachusetts, Journal, Diseases of Children, 1924, Vol. 27, p. 252.)

Special compilations of data on Negro infant mortality have been made in five cities in which studies have been conducted recently. Results of these are summarized:

"In the Table are shown the Chicago infant mortality rates for 1926 for whites and blacks, [illegible] and females, with the numbers of births and the rates of mortality from 0 days to 1 year.

Age	White Male	White Female	Black Male	Black Female	Rate per 100 Births White	Rate per 100 Births Black
0 day	427	365	40	29	1.48	1.50
1 day	122	100	10	14	.10	.76
2 days	111	74	4	5	.55	.16
3-6 days	139	106	12	13	.44	.58
7-13 "	113	88	12	8	.36	.46
14-20 "	82	60	12	4	.26	.37
21-29 "	69	35	5	4	.19	.21
1 month	183	121	16	12	.55	.65
2 months	120	108	9	10	.41	.44
3-5 "	279	203	46	27	.87	1.38
6-8 "	224	177	31	30	.72	1.21
9-11 "	174	112	31	20	.51	1.17
Total	2043	1546	237	174	6.46	9.47

"The rate for whites is 64.6, while the rate for blacks is 94.7 per 1,000 births.

Report on a Negro Health Survey and the Recommendations of the Advisory Committee to the Commissioner of Health, City of Chicago, 1927.

Detroit's Study showed a decrease as follows:

BIRTHS AND SELECTED CAUSES OF DEATH IN DETROIT
YEARS 1915 - 1920 - 1925

Year	Color	Diseases of Early Infancy		Diarrhea		Infants Deaths	
		No.	Rate	No.	Rate	No.	Rate
1915	White	993	47.2	570	85.6	2148	102.0
	Black	18	178.0	3	23.1	34	297.0
1920	White	836	31.2	743	76.2	2734	102.0
	Black	44	46.4	30	69.0	151	159.0
1925	White	1217	41.1	467	40.1	2295	77.5
	Black	99	44.3	46	56.2	271	121.0

-The Negro in Detroit, 1926
Prepared for the Mayor's Inter-racial Committee

A study of the Negro population in Minneapolis (1926), by Abram L. Harris, makes available the following rates:

Year	1914	1915	1916	1917	1918	1919	1920	1922	1923	1924	1925
No. of Live Births	44	48	42	52	67	50	76	69	74	67	79
No. of Deaths, Exclusive of stillborns	62	64	79	80	83	81	80	85	79	74	102

The report observes that

"Not only has the number of births been lower than the deaths but the rate of mortality among infants has been high. In 1914 the infant mortality in the Negro population was 136.3; in 1915, 208; and in 1916, 261. The rate dropped to 96 in 1917 and to 74.6 in 1918 but in 1919 it rose to 120 and in 1920 it fell slightly. We are unable to account for the rapid decline in infant deaths in the next years that followed. In 1922 the rate fell to 101.4 then to 81 in 1923, and to 59.7 in 1924. The rate in 1924 was just 5 points above that of the total population. However in 1925, the Negro infant rate soared to 151.9 which was higher than it had been since 1916. How much of this increased infant death rate is due to an increased population of marriageable females resulting from migrations of colored families to Minneapolis between 1920 and 1925 has not been ascertained.

.....

...."Over 23 per cent of the infant deaths among Negroes during this period (1910-1925) was due to respiratory diseases and 37 per cent was due to early infancy.

"[illegible] the gastric and intestinal [illegible] (see Table 24) diarrhea and enteritis were responsible for the greater number of deaths. [illegible] responsible for two-half of the deaths that occurred from the respiratory diseases. Prematurity caused more than three-fourths of the deaths grouped as early infancy. Over half of the deaths which occurred from epidemic and communicable diseases was due to congenital lues."

Causes of Death under 1 year of age
(1924-1925)

Causes of Death	Infant Mortality Rate	Infant No.	Deaths Percent Distribution
I. All Causes.....	131.1	91	100.0
II. Gastric & Intestinal Dis... ..	10.5	8	8.64
1. Diseases of the Stomach..	----	3	3.47
2. Diarrhea and Enteritis...	----	5	5.17
III. Respiratory Diseases.....	32.9	22	23.46
1. Acute Bronchitis.....	----	2	2.47
2. Broncho Pneumonia.....	----	7	8.64
3. Pneumonia.....	----	10	12.36
IV. Malformation.....	4.5	3	3.70
V. Early Infancy.....	44.9	50	57.04
1. Premature Deaths.....	34.4	23	28.40
2. Congenital Debility.....	----	--	-----
3. Injuries at Birth.....	----	7	8.64
VI. Epidemic and Other Communicable Diseases.....	15.5	9	11.11
1. Measles.....	----	--	-----
2. Scarlet Fever.....	----	--	-----
3. Whooping Cough.....	----	--	-----

The Negro Population in Minneapolis - Abram L. Harris.

A study in Philadelphia by the Armstrong Association follows the course of the mortality for 1915-1926.

Infant Mortality Rates per 1,000 - 1915--1926.

Year	Total	White	Negro
1915	103.3	99.3	177.9
1920	88.6	82.3	166.3
1925	77.6	70.1	123.1
1926**	77.3	69.8	126.9

** Latest figures available.

"The infant mortality rate computed on the basis of 1000 living births is recorded as 63.78 in 1927 as compared with 77.37 in 1926 and 144.4 in 1908. The decrease was most marked in deaths from pneumonia and diseases commonly called summer complaint. The infant mortality rate for both whites and Negroes shows a decrease. This is due largely to the extensive prevention program being carried on by the greatly improved and increased facilities and corps of health workers for child care. Pre and post Natal clinics coupled with lectures, literature and regular visits by mothers to the various clinics have gone a long way toward reducing the infant mortality rate. These facilities are available to and are being taken advantage of in increasing numbers by the Negro mothers. The Negro infant mortality rate would be even lower if a greater number of prospective Negro mothers didn't have to work or live under deplorable conditions, as many of them do. The work being done by the Metropolitan Life Insurance Company and the various public health workers is very valuable and extremely beneficial in helping to reduce infant mortality rates among both races in Philadelphia."

Health Conditions Among the Negro Population of Philadelphia - A Study by the Research Department Armstrong Association of Philadelphia, Feb. - March, 1928.

CHANGING MORTALITY

Employing the figures for the Registration area 1910-1920, Professor Howard Woolston of the University of Washington* has calculated the rate of change for various causes of death in different

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American Journal of Sociology, May 1927, Changing Mortality, pp. 937-953.

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racial and local groups. The index used is as follows:

The ratio of $\frac{\text{1920 rate}}{\text{1910 rate}}$ for the total population in the registration area is .884 = 1.00

indices for sub-divisions of population and territory = $\frac{1920}{1910} \div .884$.

The first table comparing Negro and white, rural and urban deaths shows that Negro deaths rates are higher than white but that the rate of improvement of Negro mortality is greater.

T A B L E I

Change in Mortality Rates, All Causes
U. S. Registration States, 1910-20

Territory	Population: Total	White	Colored
States			
Rates per 1,000 : 1920.....	13.0	12.6	17.7
: 1910.....	14.7	14.5	21.9
1920 rate / 1910 rate.....	.884	.869	.809
*Index	1.000	.983	.915
Rural 1920	11.9	11.5	15.3
Rates:1910	13.4	13.3	17.4
Ratio 1920/1910.....	.888	.865	.879
Index	1.005	.979	.994
Cities 1920	14.1	13.6	22.7
Rates:1910	15.9	15.6	24.9
Ratio 1920/1910.....	.887	.872	.912
Index	1.004	.987	1.032

The ratio of $\frac{\text{1920 rate}}{\text{1910 rate}}$ for the total population in registration states is .884 = 1.00. Indices for subdivisions of population and territory = $\frac{\text{1920 rate}}{\text{1910 rate}} \div .884$.

More significant results follow the comparison by specific causes of death.

T A B L E VII

Variation in Rates of Change
White and Colored Rural and City Populations
U. S. Registration States, 1910-20.

Order of Change (Total Population)	Causes of Death (In Order of Variation)	Variation				Range
		Whites-Colored		Rural-City		
		(1) Rural	(2) City	(3) Whites	(4) Colored	
18 ...	1. Typhoid	-64	-59	+37	+42	101
17 ...	2. Scarlet fever	+96	+ 7	+35	-68	96
2 ...	3. Puerperal (various)	-34	-94	- 0	-60	94
14 ...	4. Measles	+54	+25	-15	-41	66
4 ...	5. Whooping cough	+58	+27	+ 9	-22	58
5 ...	6. Diabetes	-56	-23	-12	+21	56
10 ...	7. Puerperal septecemia	-50	-24	- 8	+18	50
11 ...	8. Violence	- 7	-30	-16	-39	46
15 ...	9. Tuberculosis (various)	+26	- 8	- 9	-43	43
1 ...	10. Influenza	-28	- 4	-31	- 7	35
13 ...	11. Diphtheria	-15	+11	+ 4	+30	30
6 ...	12. Cerebral hemorrhage	+18	- 6	- 5	-29	29
8 ...	13. Pneumonia	+18	-10	+ 1	-27	27
3 ...	14. Tuberculosis (lungs)	+15	- 5	+24	+ 4	24
12 ...	15. Cancer	- 6	- 3	-20	-23	23
9 ...	16. Nephritis	+17	+ 1	+12	- 4	17
7 ...	17. Heart disease	+ 2	+13	-14	- 3	16
16 ...	18. Diarrhea	- 6	-15	+ 1	- 8	15

To quote from the author's interpretation of these figures:

"Plus and minus signs indicate that indices for white and rural groups are greater or less than those for contrasted colored and urban subdivisions of their respective classes. Causes of death are arranged in order of their range of variation between the highest and lowest values entered in Table VI.

"The last column of Table VII enables the reader to estimate by inspection the possibilities of further reduction in mortality from the causes mentioned. For instance, typhoid seems unnecessarily high in both colored and rural groups. Scarlet fever shows a wide range of variation, especially in rural groups. In view of the fact that in the country colored people recorded a marked fall in mortality from this disease, and also that city whites achieved considerable improvement over colored people in towns, it seems reasonable to expect that further reduction might be made among rural whites. So we should look toward lessening increasingly frequent fatality from various puerperal causes among the urban colored population. On the other hand, with methods of treatment commonly in use, the prospect of rapidly checking organic heart diseases among urban whites does not appear encouraging."

The general conclusion is that since rural Negro rates improved more rapidly than rural white rates, and urban white rates more rapidly than either Negro or white rural rates that the white stock in cities is more resistant to urban conditions or more successful in changing them than is the Negro population. But it seems also true that city whites "whether by nurture or by art, are in some respects capable of greater progress in health than rural whites".

Tuberculosis

The Negro race is regarded as peculiarly susceptible to tuberculosis. According to one theory, tuberculosis is the penalty paid by the human race for violating the laws of nature in the process of civilization -- and the greatest penalty is paid by the newest convert. Older urban races -- Jewish, English, American, German can give better prognosis than Irish, Negro and American Indian. This is thought to be due to crowded quarters. Dr. Milton J. Rosenau, Professor of Preventive Medicine and Hygiene at Harvard University and at one time Director of Hygienic Laboratory, U. S. Public Health Service, so regards it as a class disease:

"Tuberculosis is fast becoming, in fact already is, a class disease; it is more prevalent among the poor than the well-to-do. Hence the prevention of tuberculosis has become a sociological problem. Poverty with its attendant hardships, poor food, bad housing, crowding, overwork and worry, diminishes resistance to the infection; while prosperity, whicy buys good food, rest, change of air and scene, choice of occupation and diversion, increases our resistance to the infection, and avoids contact with it. An increase of wage or decrease of the cost of living; shortening the hours of work, improving the conditions of industrial hygiene; adding to the number of holidays; playgrounds, parks, and wholesome recreation, all help to increase our resistance against and diminish the prevalance of tuberculosis. Science has shown the way; it remains for society to apply the knowledge."

The importance of this disease for Negroes, however, appears to have developed after the emancipation.

"Seventy-five years ago, Dr. Samuel A. Cartwright of New Orleans, one of the most widely known physicians of his period, was appointed by the physicians of Louisiana to study the diseases and physical peculiarities of the Negro race. One of the most significant findings of his study, aided by an instrument called a spirometer, was that 'Negroes are sometimes, though, rarely, afflicted with Tubercula pulmonum, or Phthisis, properly so called'; that Phthis is, par excellence, a disease of the sanguineous temperament, fair complexion, red or flaxen hair, blue eyes, large blood vessels, and a bony encasement too small to admit the full and free expansion of the lungs; that Phthisis is a disease of the master race and not of the slave race -- that it is the bane of that master race of men, knowy by an active haematosis, by the brain receiving a larger quantity of aerated blood than it is entitled to, by the strong development of the circulatory system, by the energy of intellect, vivid imagination, and an indomitable will and love of freedom. The Negro constitution, he found, being the opposite of all this, is not subject to Phthisis,

although it partakes of what is called the scrofulous diatheis; and this condition is due to the fact that the pulmonary apparatus of the Negro is adjusted to the consumption of less oxygen, a conviction which had the support of no less a person than Thomas Jefferson."

Dr. Frederick Hoffman drew the conclusion in 1896 that the Negro death rate from the disease could solve an embarrassing race problem for the United States. His study helped to set the pattern of thinking on the problem.

"Its-- (The Negro race) susceptibility to consumption alone would suffice to seal its fate as a race. It appears that he felt so some peculiar racial element unassociated with environment was acting and rendering as inevitable a poorer health status for Negroes than white persons. Quoting early statistics for Charleston, S. C., and New Orleans, as well as other cities he concluded that "consumption" was on the increase among Negroes in contract to a constant decrease among whites, The high death rates from tuberculosis for New York City and Boston were attributable to a larger proportion of Negroes in those cities between the ages of 15 and 45, when the mortality from tuberculosis is greatest.

Albert Bushnell Hart in 'Southern South', 1912, asserts that Hoffman's deductions were erroneous and based on a meagre selection of unreliable statistics. He claims the same reason that it ravages Indians in Alaska, - that people now live in close houses which become saturated with the virus of the Disease.

Kelly Miller, in a'Reply to Dr. Hoffman' cited figures for the District of Columbia tending to disprove his theory of racial inferiority as a cause for the prevalence of tuberculosis and attributing it to social and economic conditions.

Reuter, in '<u>The American Race Problem</u>'-- P. 179-181, holds that tuberculosis is preeminently an urban and Negro disease.

Jerome Dowd in "The Negro in American Life", quotes Hoffman's figures and statements for the early period and compares them with the prevalent opinion of today.

Woofter, in '<u>The Basis of Social Adjustment</u>', cites recent information on certain southern cities, showing that the tuberculosis rate in one city was highest in the lodging houses district, in one house of which tuberculosis had been prevalent for 20 years. He goes further into the situation by urging health campaigns, tuberculosis sanatoria, rural nurses, etc."

Mortality from tuberculosis, where race is indicated is given for the United States Registration area, 1918 - 1924.

DEATH RATE FROM TUBERCULOSIS (ALL FORMS) PER 100,000 ESTIMATED POPULATION

STATE	Crude rate 1924	1923	1922	1921	1920	1919	1918	Adj. rate, 1920	Ratio of adjusted to crude rate, 1920
Fla.	86.1	103.4	100.8	95.7	104.1	104.8		66.6	1.00569260
White	55.8	69.7	64.8	62.4	67.1	74.9		66.6	.99265786
Col.	149.0	174.0	174.5	162.5	176.8	161.6		173.7	.98252537
Georgia	88.4	91.3	88.0						
White	52.0	56.9	54.9						
Col.	142.2	141.6	135.9						
Ken.	119.6	113.5	132.8	131.2	152.9	165.3	199.0	159.2	1.04109589
White	105.2	118.8	115.6	109.9	130.3	143.1	169.3	137.1	1.05198777
Col.	264.2	277.9	299.0	333.1	363.8	367.8	466.0	356.2	.97898811
La.	112.7	114.1	119.8	122.4	141.2	143.9	185.8	148.2	1.04936530
White	66.4	66.7	69.4	69.4	80.9	80.8	109.0	86.0	1,06250000
Col.	190.6	192.5	201.7	207.2	236.2	241.7	322.9	243.6	1.03136922
Md.	121.4	125.0	130.2	135.5	146.7	165.8	207.6	143.3	.97696477
White	91.0	91.7	101.1	102.1	110.4	129.4	163.1	105.8	.95855856
Col.	275.8	292.8	275.7	301.8	326.6	344.2	423.4	324.2	.99266951
Miss.	106.4	100.2	107.4	111.1	127.8	136.0		138.5	1.08379013
White	49.4	45.3	48.4	49.5	47.8	55.3		57.3	1.12500000
Col.	158.4	150.2	161.3	167.2	201.2	207.1		214.0	1.06337325
N. Car.	101.8	99.3	102.5	105.8	116.5	122.4	138.7	130.8	1.12265758
White	69.2	72.0	71.0	69.3	82.8	86.0	94.7	92.9	1.12200957
Col.	179.2	163.7	176.2	187.4	194.2	205.9	238.8	218.8	1.12660174
S.Car	101.1	105.1	109.5	111.2	120.0	135.6	144.5	134.8	1.12354892
White	48.5	52.7	49.7	52.4	65.5	68.0	67.9	72.6	1.10909091
Col.	154.0	157.1	168.0	168.0	172.0	199.0	215.0	196.7	1.14335461
Tenn.	147.2	151.4	148.1	139.9	164.6	169.0	206.8	174.6	1.06056935
White	111.2	120.7	113.7	106.6	129.3	126.6	151.5	138.5	1.07153846
Col.	307.5	286.4	296.8	282.0	312.6	344.9	432.5	315.7	1.00994227
Va.	112.2	121.0	130.3	133.4	142.9	150.1	183.6	150.8	1.05493741
White	75.9	81.2	86.9	86.1	94.8	97.5	126.1	99.8	1.05235602
Co.	201.5	217.7	234.8	246.0	256.2	272.0	315.9	269.1	1.05027280

There has been a noteworthy decline in the disease even though the rate for Negroes continues high. This rate is about that of the white population 25 or 30 years ago. The rates of decline for white and Negroes, in the experience of the Metropolitan Life Insurance company are given for the period 1911 - 1926 for all age groups:

Percentage Decline in Death Rate from Tuberculosis-- All Forms
1926 Since 1911
By color, Sex and Age Periods
Metropolitan Life Insurance Co. Industrial Department

Age Periods	White		Colored	
	Males	Females	Males	Females
All ages - 1 and over...	62.7	54.9	44.3	43.0
1 to 4.....	52.2	59.4	53.4	44.7
5 to 9.....	58.3	71.2	63.5	71.0
10 to 14.....	50.0	48.9	55.5	55.3
15 to 19.....	60.1	37.0	31.1	28.9
20 to 24.....	65.2	46.6	48.1	36.4
25 to 34.....	68.0	59.0	46.0	40.9
35 to 44.....	69.8	65.6	41.5	51.7
45 to 54.....	53.1	57.0	47.8	39.2
55 to 64.....	49.5	47.0	44.5	45.4
65 to 74.....	38.1	40.2	44.9	33.7

Health and Wealth, Harper Bros. - 1928. (Chapter on Life, Death and the Negro) Louis I Dublin.

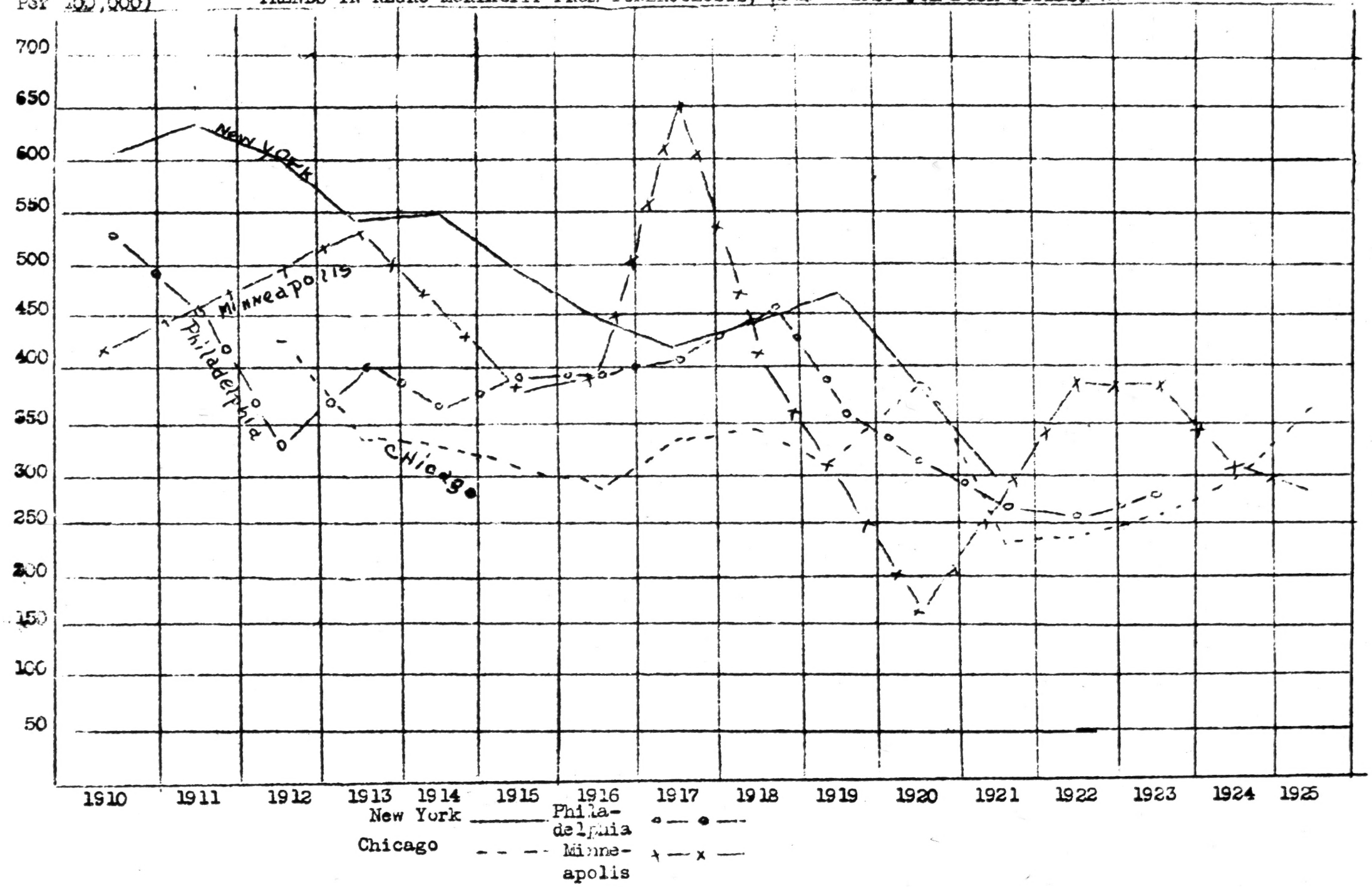
Attention is further called significantly to fluctuations in the rates in foreign countries since the war.

ibid, p. 119.

Dr. Hoffman in 1927 reviewed his earlier findings regarding Negroes and this disease, and while observing that the rates were uniformly, and apparently racially above those for the white population, concluded that there was a hopeful decline.

> "The mortality from pulmonary tuberculosis especially has been very considerably reduced, although the prevailing rate among the Negro population is still 223.2 per 100,000 in contrast to a rate of only 67.8 per 100,000 for the whites. This extraordinary reduction in pulmonary tuberculosis is primarily the result of better wages, yielding better nutrition, shorter hours, yielding a larger measure of rest and recreation and last but not least, better working conditions involving a reduction in dust and an improvement in light and

TRENDS IN NEGRO MORTALITY FROM TUBERCULOSIS, 1910 - 1925 FOR FOUR CITIES.



DEATH RATES FROM TUBERCULOSIS 1912-25
PER 100,000 (CHICAGO)

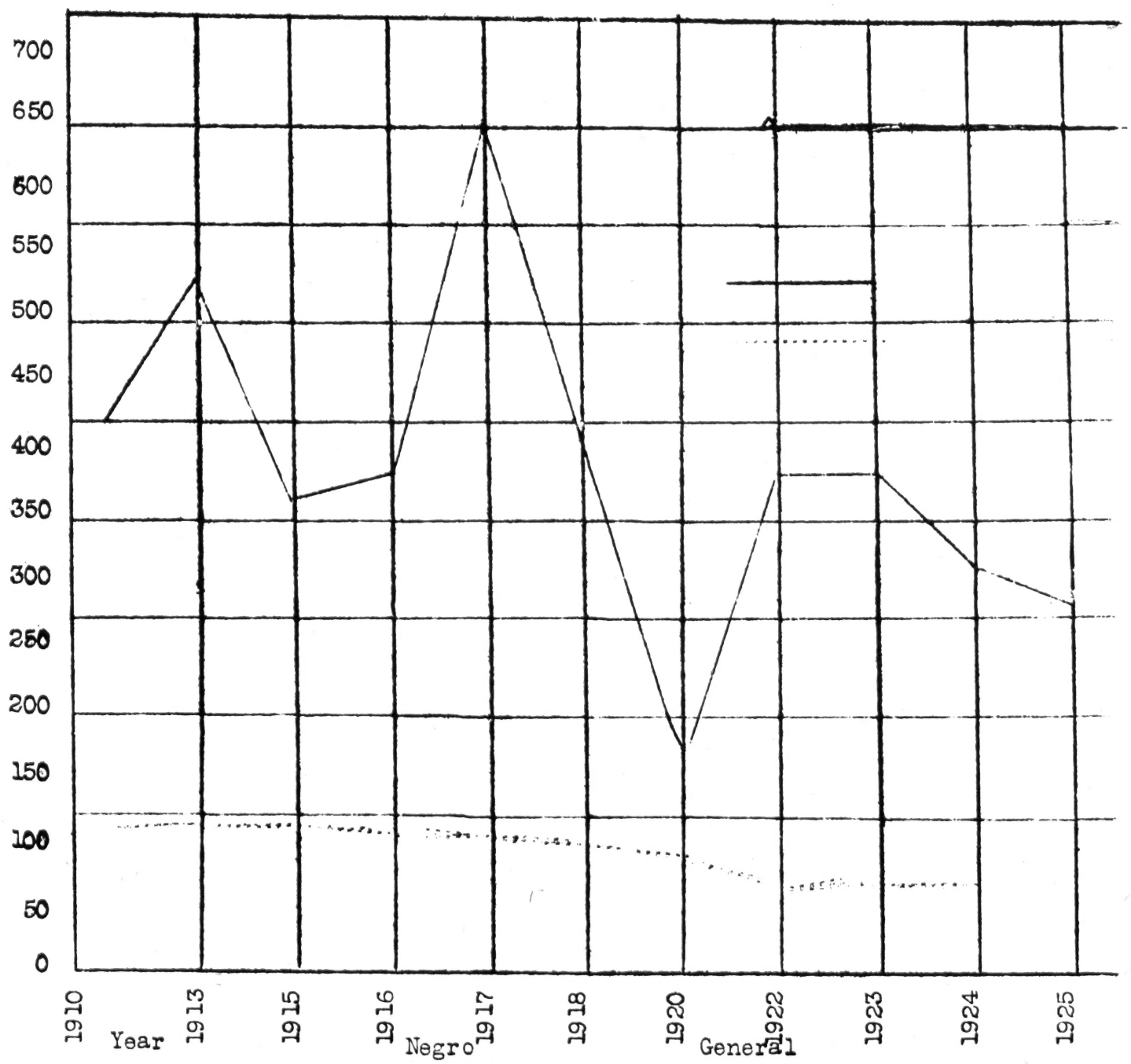
	Pulmonary		Other	
	White	Negro	White	Negro
1912	124	430	22	58
1912	133	341	23	52
1914	134	334	21	56
1915	145	313	23	49
1916	122	292	19	38
1917	120	331	19	47
1918	119	344	19	77
1919	96	309	15	64
1920	76	258	12	52
1921	63	230	10	63
1922	59	232	9	48
1923	60	258	9	50
1924	59	300	10	62
1925	58	366	7	52

Compiled from Grace L. Robery, "A statistical study of Tuberculosis in Chicago" An unpublished Masters thesis in the University of Chicago Library.

DEATH AND DEATH RATES FROM TUBERCULOSIS PER 100,000 POPULATION IN PHILADELPHIA 1900-1921- DISTRIBUTED ACCORDING TO COLOR.

	Deaths		Rate Per 100,000	
Year	White	Colored	White	Colored
1900	2442	287	198.3	447.0
1901	2666	301	212.4	453.8
1902	2531	341	197.9	497.0
1903	2826	299	216.8	423.9
1904	3129	377	236.0	518.0
1905	2909	360	215.0	479.0
1906	3230	396	235.0	513.0
1907	3225	436	231.0	550.0
1908	3033	487	213.0	596.5
1909	2816	416	193.8	497.5
1910	2818	385	198.7	444.0
1911	3094	322	207.1	340.8
1912	2786	254	184.1	262.0
1913	2796	269	181.8	263.3
1914	2672	468	170.9	436.0
1915	2596	492	163.7	437.5
1916	2772	495	172.2	421.0
1917	2822	559	173.0	455.8
1918	3113	600	188.0	470.0
1919	2393	530	142.6	398.7
1920	2020	489	118.9	353.7
1920	1738	429	99.5	299.3

COMPARISON OF NEGRO AND TOTAL PULMONARY DEATH RATE, MINNEAPOLIS
1910 - 1925 PER 100,000 POPULATION



Year	Negro	General
1910	424.4	117
1913	534.5	118
1915	368.1	117
1916	383.3	115
1917	652.3	115
1918	409.8	108
1920	170.6	91
1922	382.0	64
1923	382.0	66
1924	303.6	69
1925	280.1	--

TUBERCULOSIS

Tuberculosis, Epidemiology, --George E. Bushnell, Wood & Co. 1920, N. Y. Chap. X "Tuberculosis of the America Negro and Indian. Pp. 142-149.

Death rates from pulmonary Tuberculosis in District of Columbia per 1000. In Five year periods 1880-1914 and for 1915 - 16 - 17.

Period	White	Colored	Combined.
1880-84	3.17	6.90	4.44
1885-89	2.88	7.05	4.26
1880-94	2.78	5.29	3.41
1885-99	1.97	4.68	2.83
1900-04	1.83	4.92	2.79
1905-09	1.95	4.94	2.55
1910-14	1.27	4.05	2.18
1915	1.14	4.07	1.95
1916	1.05	4.74	1.79
1917	.93	3.12	1.50

The experience of the Metropolitan Life Insurance Company is given for three years.

"The death rate for tuberculosis (all forms) among white persons was under 100 per 100,000 (95.4), a decline of 1.8 per cent from the rate in 1921, and of 51.2 per cent from the 1911 death rate. During the year, however, the tuberculosis death rate of colored persons declined 9.2 per cent from the 1921 figure and 42 per cent from the 1911 rate. Much of the improvement of the tuberculosis death rate in the entire industrial department during 1922 arose, therefore, from the greater rate of fall of tuberculosis mortality among colored persons."

Metropolitan Life Insurance Company Bulletin, Vol. IV. No. I. January 1923, p. 3.

Tuberculosis Death Rate Declining.

"The death rate for tuberculosis of the lungs was 20.7 per cent lower in the first three months of 1921 than in the corresponding period of 1920. There was a greater decline among white persons (23 per cent.) than among colored persons (14 per cent). The group of insured white persons under 25 years of age shows a reduction of 2.[illegible] in the mortality from this disease. A 26 per cent reduction is observed for colored persons under 15 years of age and of 15 per cent between 15 and 24 years. With advancing age there is a tendency toward reduction in the percentage of decline in mortality for both white and colored lives.

"If the present downward tendency of the tuberculosis death rate continues, 1921 will have a mortality figure for this disease surpassing the records of all previous years in the public health history of the United States. The most encouraging feature of the current tuberculosis mortality record is that great declines are occurring at those ages where the rates are highest."

Statistical Bulletin, Vol. II. No. 7, July 1921 - Metropolitan Life Insurance Company.

" A further and very substantial reduction in the tuberculosis death rate is being experienced this year among the white population. Among the colored there has been a marked decline in deaths from the respiratory form accompanied by small increases in the rate for tuberculosis meningitis and other forms of tuberculosis disease."

Metropolitan Life Insurance Company - Statistical Bulletin, Vol. I No. 10, October, 1923. p. 2.

Decrease in Tuberculosis Mortality.

"The decline during the past twenty years in the tuberculosis death rate is without parallel as an accomplishment in the public health history. It is still going on. The 1923 figure of 110.2 per 100,000 represents a decline of 3.5 per cent since 1918, when a rate of 189.0 was recorded. Ten years ago the tuberculosis death rate (206.7 was nearly double the present figure; in 1911 it was more than double. The per cent reduction since 1922, it is true, is small but the important item is that the downward swing of the tuberculosis death rate still continues.

"The decline of the tuberculosis death rate in 1923 was due, for the most part, to a fall of 3.6 per cent in the mortality of the white policy holders. The rate among the colored was practically unchanges. This is in direct contrast to what happened in 1922, when the decline from 1921 was due to the greater fall among the colored people. Among the whites the greatest decrease was recorded for the age period fifteen to twenty-four years; among the colored, the most significant decline was for the period of childhood.

"The tuberculosis death rate of colored policyholders at all ages, in 1923 (224.4 per 100,000) was approximately three times that of the whites (84.1). The greatest contrast between the colored and the white rates is found at the ages of childhood. Colored children in 1923 had a death rate more than eight times the rate for the whites."

Statistical Bulletin - Metropolitan Life Insurance Company - January 1924. Vol. V. No. 1, p. 5.

These conclusions are drawn from various studies of tuberculosis in the Negro:

(1) It is curable in the Negro although his resistance is not up to the white man's, and possibly will not be for many years.

(2) The light mulatto shows a much higher resistance to the disease than the black Negro, but his resistance is not as high as that of the white man.

> "Carter of the Piedmont Sanitorium in Virginia maintains that in his sanatorium the pure bred Negro does not respond to treatment as well as the mixed type. His figures are:
>
> 41% of light mulattoes (some 9/10 white) show improvement.
> 39% of brown " " "
> 33% of black " (pure) " " "
>
> "Tuberculosis is a disease of civilization, eradicated by a high standard of living. The Negro is especially susceptible to the disease, but the Negro of mixed blood shows greater resistance to the malady than the pure Negro."
>
> (Among the Negroes, H. T. Carter - Nat'l Tuber. Asso. Ironsoctions, 1920 N. Y. 1921 pp. 226-233.)

(3) Negroes were tuberculized while in slavery, while their high mortality rate after freedom was due to unhygienic existence.

Epidemiology of Tuberculosis - George. Chapter on tuberculosis of the American Negro and Indian. Wood & Co. 1920.

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(4) Marriage between the non-resistant and resistant races seems to change the prognosis in the offspring.

(5) The American Indian reacts to tuberculosis in a manner about identical to that described for the Negro.

(6) The prognostic significance of race depends more upon the habits of the individual than upon other racial characteristics.

(7) The peak of the Negro tuberculosis death rate comes in the early twenties or ten years earlier than the peak for white cases.

(8) The disease advances more rapidly in colored than in white cases.

(9) If some races such as the Africans, the Negroes and the Polynesians are prone to tuberculosis it may be because of their racial emotional nature which is not strong enough to have a controlling influence over the effects of the new ferment of western thought.

(10) A study of the epidemiology of tuberculosis teaches that the danger of tuberculosis infection depends upon the length of time the people have been exposed. One human race when first meeting tuberculosis is as vulnerable as another.

Pulmonary Tuberculosis - Fishbegg - New York.

(11) There is no absolute racial immunity to any disease Negro is not more susceptible to tuberculosis because of physical makeup or inherent racial traits but because his resistance has not had time to develope.

Immunity to disease among dark-skinned people. Chas. H. Goroin, M. D. Opportunity, Vol. 4, no 44, Aug. 1926 p. 243-345.

(12) There is evidence that the Negro tuberculosis rate is related to their working status. A ten year record of disabling illnesses among employees of one Boston company showed that 54% of the absences on account of sickness among men was caused by the respiratory group of diseases.

Public Health Reports, Vol. 43, No. 11, March 16, 1928.

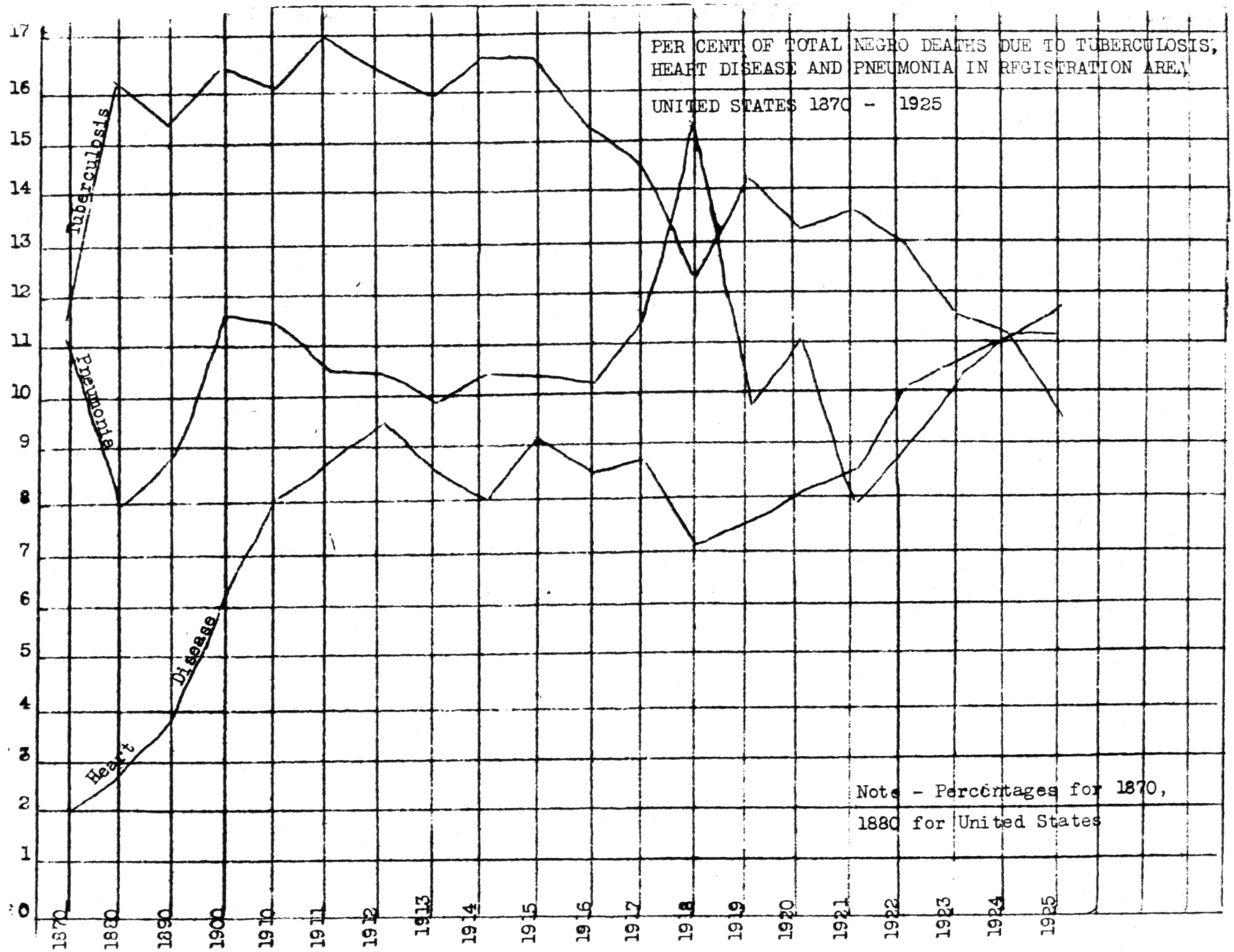
(13) There is not a great amount of difference between the Negro tuberculosis rate and that for the Irish.

In 1920 the Metropolitian Life Insurance Company released the following statement:

> "Tuberculosis of the lungs is the most important cause of death among colored people. The death rate is more than twice as high among insured Negroes as among white policyholders. The disease is a veritable scourge among young Negroes. At the ages between 10 and 14 years, the tuberculosis death rate among colored boys is eleven times as high as it is among white boys of the same ages. Colored girls at the same age period show a tuberculosis death rate eight times greater than that of white girls. Tuberculosis is pre-eminently a disease of young persons, but it is especially so among colored people. In fact, the great excess of tuberculosis mortality among Negroes is almost entirely limited to the early years of life. After age 35, there is not much difference in the effect of the disease in the two races. The disease runs a more rapid course among Negroes, perhaps, because the power of resistance to the disease is much lower among these people than among the whites. More than five years could be added to the life span of colored people if tuberculosis were brought under control."

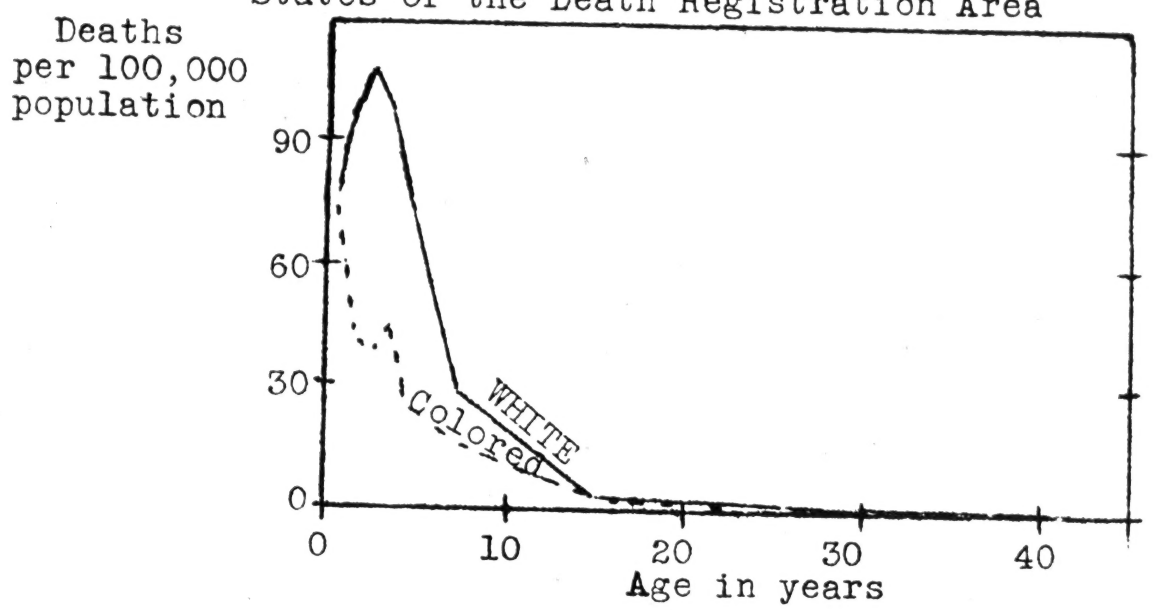
The reduction in Mortality among Colored Policyholders - By Louis I. Dublin, Ph. D., Statistician Metropolitan Life Ins. Co. of N. Y. - 1930.

(See Graphs)


PER CENT OF TOTAL NEGRO DEATHS DUE TO TUBERCULOSIS, HEART DISEASE AND PNEUMONIA IN REGISTRATION AREA
UNITED STATES 1870 - 1925
Tuberculosis
Pneumonia
Heart Disease
Note - Percentages for 1870, 1880 for United States
17
16
15
14
13
12
11
10
9
8
7
6
5
4
3
2
1
0
1870
1880
1890
1900
1910
1911
1912
1913
1914
1915
1916
1917
1918
1919
1920
1921
1922
1923
1924
1925

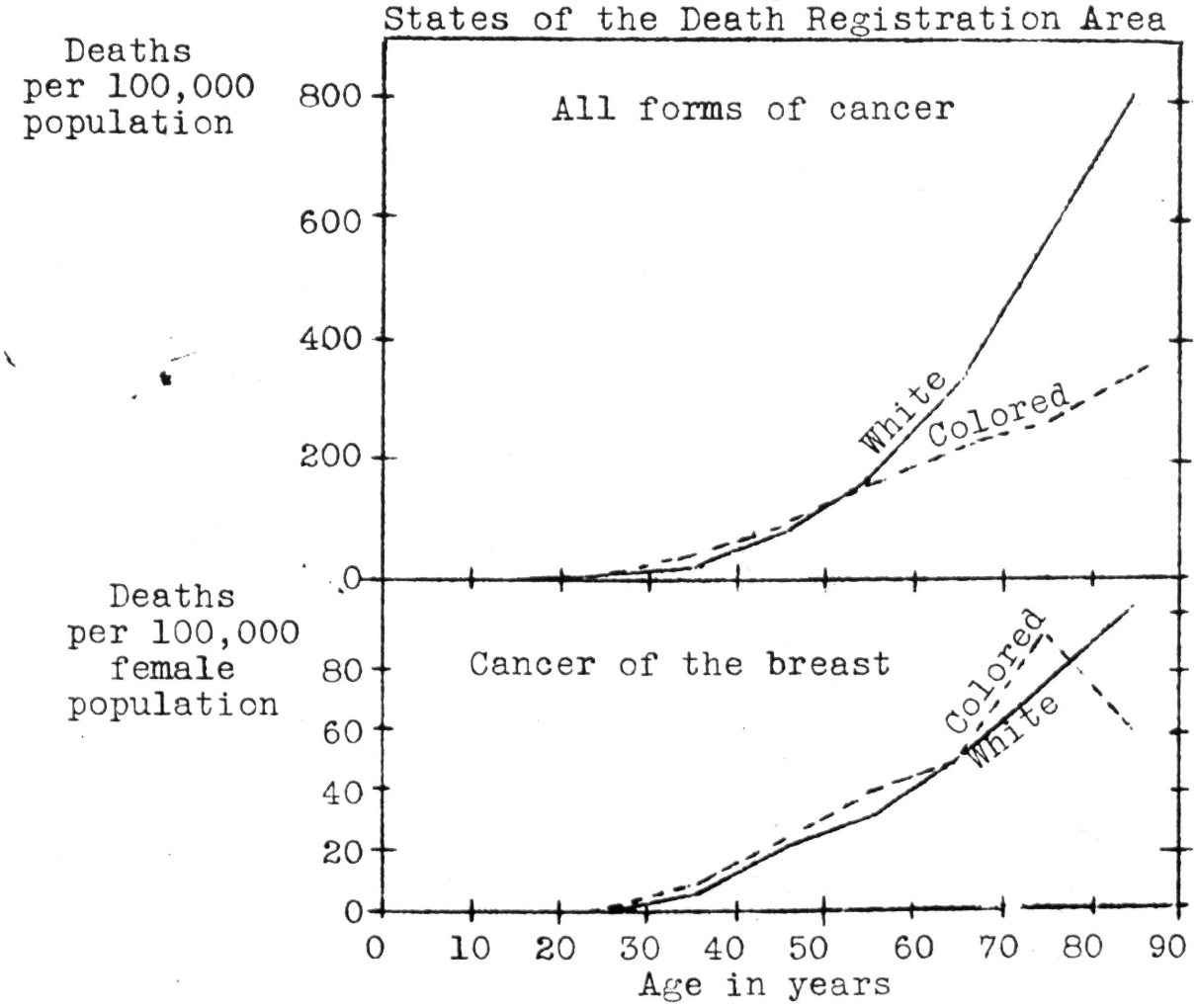
MORTALITY FROM DIPHTHERIA, 1920
AMONG WHITE AND COLORED

Of Different Ages in Southern
States of the Death Registration Area



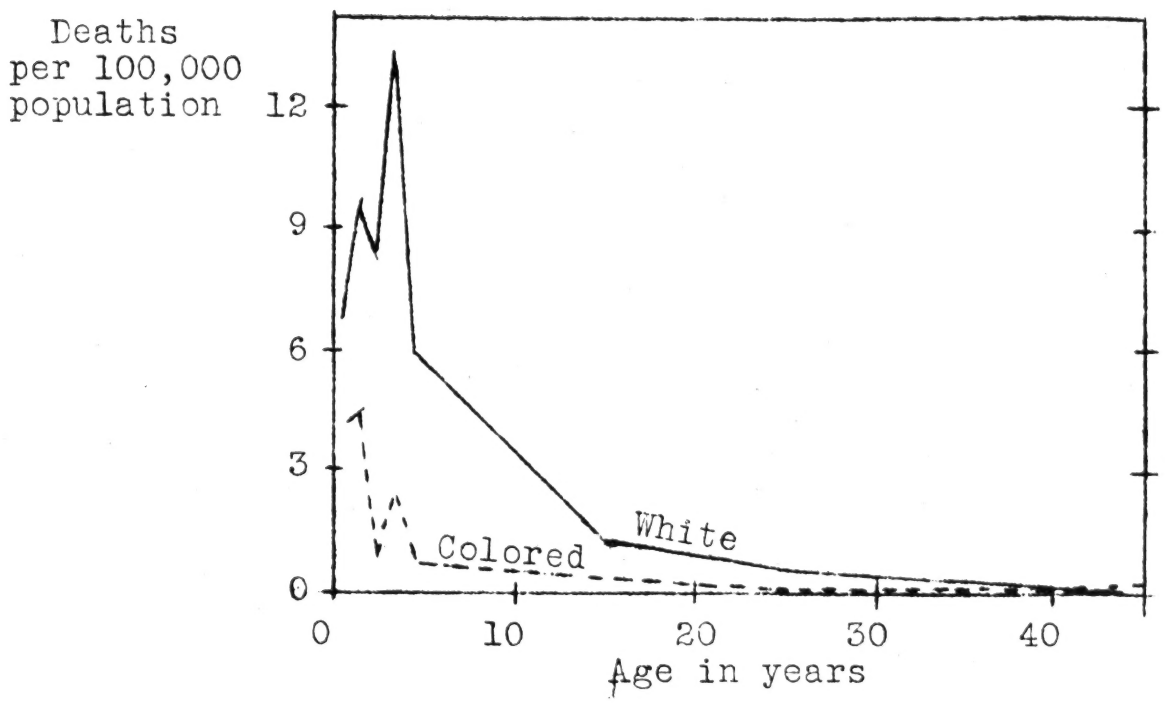
MORTALITY FROM CANCER, 1920
AMONG WHITE AND COLORED

Of Different Ages in Southern
States of the Death Registration Area



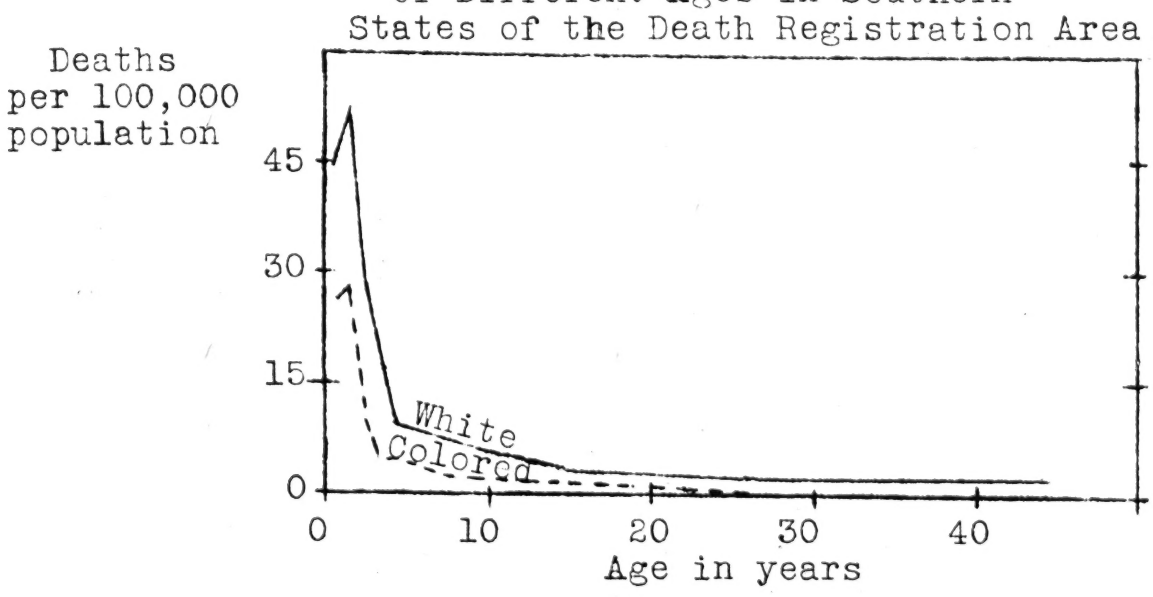
MORTALITY FROM SCARLET FEVER, 1920
AMONG WHITE AND COLORED

Of Different Ages in Southern States
of the Death Registration Area

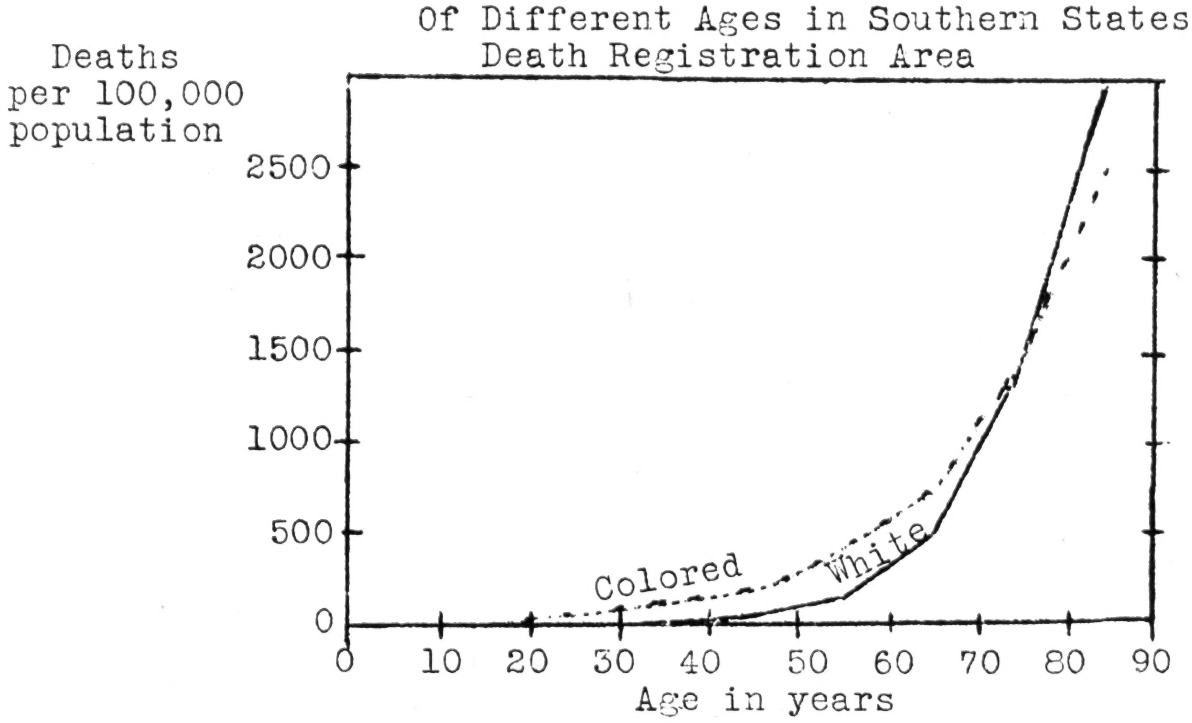


MORTALITY FROM MEASLES, 1920
AMONG WHITE AND COLORED

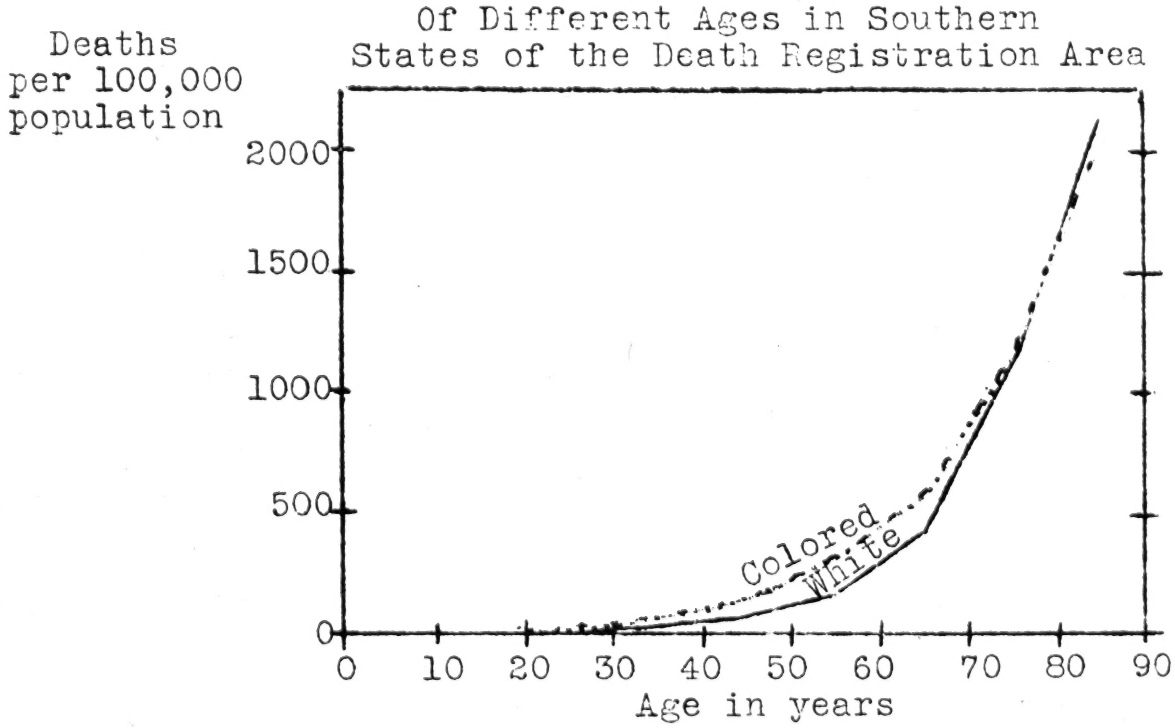
Of Different Ages in Southern
States of the Death Registration Area



MORTALITY FROM ORGANIC HEART DISEASES, 1920
AMONG WHITE AND COLORED
Of Different Ages in Southern States of the
Death Registration Area



MORTALITY FROM ACUTE NEPHRITIS AND BRIGHT'S DISEASE, 1920
AMONG WHITE AND COLORED
Of Different Ages in Southern
States of the Death Registration Area



HEART DISEASE

The Anti-Tuberculosis organizations are now well established, but the corresponding organization interested in a campaign against heart disease (The Association for the Prevention and Relief of Heart Disease) is only recently established, and scarcely known. Heart disease, however, has mounted seriously within the past 25 or 30 years both for the total and the Negro population. During the main age periods the rates for Negroes are about double those for whites. According to trends marked by the United States Public Health Service there has been a steady increase in this disease from 1884 to 1918. From 1918 to 1922 - the period following the influenza epidemic - there were unusually low rates. Afterwards, however, the curve began to mount again.

Bulletin 174, prepared by Gover and Sydenstricker, avoids the us of "heart disease" and refers to cardio-renal disease, because of the manifest difficulty of distinguishing between the break down of the heart and the kidneys, thus to determine which was primary and which secondary. In the group of diseases classified as cardio-renal are included heart disease, endo-carditis, pericarditis, myocarditis, angina pectoris, Bright's disease, nephritis, uraemia and dropsy.

The experience of the Metropolitan Life Insurance Company shows an increase for both white and Negro persons, with notable differences in incidence according to age groups; that is, the age period 1-4 shows a Negro mortality nearly twice that of the white; from 5 to 9 a rate less than that of the white; the period 10 - 14 less than the white and from 20 years onward the Negro rates tend to be in excess of the white.

Heart disease has its heaviest incidence in the later age periods. The assumption is that the lessening of the rate of mortality of other diseases and the longer span of life affect statistically the mortality rate from this disease. For the Negro population it has been suggested that the high prevalence of such diseases as malaria, typhoid and syphilis plays a part in creating this excess of heart disease. Other racial differences are apparent in the statistical trends. Russian Jews, Italians, and Austro-Hungarians show a low mortality rate from this disease, while English, Scotch, Welsh, German and Irish show high mortality rates. The Irish rate very closely approximates that of the Negro.

Although this disease has reached the position of the leading cause of death among Negroes there have been few studies apart from compilations of trends. However there is reported a statistical study of types of heart disease in the Negro in progress, under Dr. George R. Hermann of the College of Medicine of Tulane University. There is also being studied by him the responses to treatment of a damaged heart, in Negroes doing heavy labor, and of the syphilitic heart in Negroes.

Other data concerning heart disease are included under other sections which group the important causes of death.

Venereal Diseases

Considerable speculation has entered into the estimates of the extent of venereal diseases among Negroes. The natural difficulty of detection in the general population, the careful efforts at concealment, failure of cases to come to official attention and the difficulty of controlled studies of prevalence favor speculation. Most of the studies have been made under circumstances which reveal little representativeness for the general Negro population. The Venereal Section of the U. S. Public Health Service has conducted several studies which have provided the most reliable data thus far. However, it has considered these unsatisfactory as a true picture of prevalence and is not engaged upon a study in Tennessee which utilizes the records of all physicians. Although these figures are not yet available the present trends indicate a slightly difference in situation from earlier studies.

"Syphilization of the Negro is variously estimated at from 5.2 per cent to over 75 per cent. Authoritative syphilographers like Boas, Hazen and Fox agree that a fair average is estimated to be one and one-half times the rate for the whites.

Perhaps the most thorough study of local prevalence of venereal disease is given in Venereal Disease Bulletin No. 79 of the U. S. Public Health Service. The study was made by DR WJV Deacon of the Michigan Department of Health.

> "In relation to the question of color, attention is invited to the fact that according to the United States census of 1920, 1.64 per cent of the population was colored, whereas in this report it is found that 16 per cent of the syphilis, and 11 per cent of the gonorrhea. Thus it will be seen that this group of less than 2 per cent of the population furnish 16 per cent of the reported cases of venereal disease. It would be unwise however, to accept this statement without further inquiry, because of the large immigration of negroes into the State the past few years and the fact that it is the young adults who are most likely to move from place to place seeking employment. We have therefore considered the comparison of the age group 15 to 54 by sex and color for the general population and for the reported cases of venereal disease. This seems to us to be a fair comparison and is shown as follows:

	Percentage of --	
	Population	Venereal Disease
White males	52.2	61.7
White females	45.6	21.6
Negro males	1.3	10.2
Negro females	.9	6.5

From this we find that the portion of the population in the group 15 to 54 years of age represented 52.2 per cent white males, and that this 52.2 per cent furnished 61.7 per cent of the venereal-disease cases; while among the negro males 1.3 per cent of the population furnished 10.2 per cent of the cases, and that 45.6 per cent of white females furnashed 21.6 per cent of the cases, while less than 1 per cent of the negro females furnished 6.5 per cent of the cases. It is doubtful, however, if this is as significant as it appears at first glance because the negro is very likely, for economic purposes and reasons, to visit the public clinic, where the case is most likely to be reported, and further, owing to the fact that his social position is not likely to give him material prestige, physicians would not hesitate to report these cases as such, as they might in cases among their white friends.

McNeil, working among Negro laborers and their wives and families in Galveston, and considering one plus and over as positive, arrived at the following conclusions:

1. "The incidence of syphilis among apparently healthy adult Negroes in the community observed varied between 25 and 30 per cent. (Too often I am told by a patient that he or she does not wish to be treated for syphilis 'because it does not bother' then").

2. The infection is largely acquired, since it is much lower in incidence among children under the age of puberty. (This does not bear out the statement of Noble, who states that the Negro is rapidly acquiring immunity to syphilis, unless Noble is in accordance with Fox, who states that syphilis in the Negro is usually milder than in the whites).

3. The incidence of syphilis among sick Negroes is much higher than among the well, averaging 40 per cent to 50 per cent.

4. Certain diseases seem to be directly connected with previous syphilitic infection, as shown by the extremely high incidence of positive reactions, In other diseases, moreover, syphilis, although apparently not being the direct or at least the sole cause of the diseases, would seem to be connected with its occurrence in some way, chief among these being the characteristic form of acute or subacute nephritis which is one of the most common causes of death among the Negroes.

5. Syphilis is undoubtedly one of the chief causes of death and disease among the Negro, ranking as high or higher than tuberculosis and Bright's disease.

6. The occurence of syphilis among white people of the same social class as the Negroes would seem to be about the same as that among the Negroes. In the better class of white people, however, the occurrence is much less.

OTHER DISEASES

The full report gives extended statistics and discussion of studies of these and other diseases including paresis, paralysis, diptheria, (concerning which Dr. Dublin is quoted as believing that the increase in the Negro rate can be checked by extending the health and educational facilities to them in a greater measure;) hookworm, and cancer. Such data as are available on morbidity are, also, given.

THE QUESTION OF RACIAL SUSCEPTIBILITY AND IMMUNITY TO CERTAIN DISEASES

For a number of years it was assumed that there was so pronounced a susceptibility among Negroes to tuberculosis that expenditures for preventive or corrective measures were practically useless. On the other hand, it was thought that there was a corresponding immunity to such diseases as cancer, malaria, and diabetes, and no special measures of relief were necessary. The course of experience has shown a reduction in the first and an increase in the latter diseases. The problem has been summarized by Dr. Dublin for the Annals of the American Academy (Nov. 1928) as follows:

"We have already given the main facts as to higher or lower death rates for white and colored persons. Shall we interpret these differences as reflecting, in any degree, racial immunity or susceptibility to the diseases in question?

"I do not believe that there is such a thing as absolute racial immunity to any disease. But racial color doubtless does exert more or less influence over the prevalence of, and the death rate from many diseases. Just how much of this influence is due to racial immunity or susceptibility, and how much to racial customs, economic status and environment, is difficult if not impossible to determine. The factor of the "crossing" of the white and Negro bloods also beclouds the issue -- since the mulatto, the octoroon, etc., have both white and Negro blood, although they are classified as "colored."

"The Negro death rates for practically all diseases in the prevention or cure of which care and sanitation are of paramount importance are much higher than among whites; but this does not prove that the Negroes are, inherently, more susceptible to such diseases--or, for that matter, that they are less resistant to them. It is probable that their higher death rate is due more than anything else to ignorance, poverty and lack of proper medical care. Pulmonary tuberculosis, typhoid fever, pellagra, malaria and puerperal conditions are examples of such diseases in which the mor-

tality rates are much affected by unfavorable or insanitary environment--or by low economic status, and all of them have higher death rates among Negroes. But there is no convincing evidence that the Negro is necessarily more susceptible than the white man to any of the above diseases."

Dr. Smilie of the Rockefeller Institute for Medical Research gives the results of the studies of that Institute on the question of immunity and susceptibility.

"The studies of the Rockefeller Foundation in the field have been limited in great part to hookworn disease, malaria, and yellow fever. The work of the Foundation is largely administrative and advisory. However, its work has clearly shown that the Negro in the United States, and apparently also in many parts of the world, is less susceptible to Necator Americanus than is the white man. A given number of worms will produce the same amount of injury in the Negroes as in the white, but under similar conditions the Negro does not acquire as heavy infection as does the white. The reason for this is not known.

"Another study of the Foundation, conducted by Doctor Augustine and myself, has shown that the Negro race has a lower vital capacity than the whites, and this observation has now been confirmed by other workers.

"The Foundation has also some definite information showing that the Negro is less susceptible to malaria and its sequelae than is the white, and there are certain data available in relation to the susceptibility of the Negro and yellow fever."

HOSPITALS

Concerning the present hospital situation these facts are evident.

(a) A shortage of Negro doctors (five Northern cities have as many Negro doctors as all Southern states combined.)

(b) Limited facilities for internship. (A fact limiting the training and to an extent the number of Negro doctors.)

(c) Limited facilities for nurse training. (A very unorganized and uncertain field)

(e) Undeveloped hospital social Service. (Needed most for Negroes.)

(f) Lack of X-Ray service and roentgenists. (One fact which disqualifies most Negro hospitals for approval.)

(g) Duplication of small and undermanned hospitals as points preventing the development of a single adequate hospital which will permit necessary specializations.

To the present the actual extent of hospitalization for Negroes in the South is not known either by the authorities or the Medical Associations. Although a study of this question is now under way under the auspices of the National Medical Association, the most complete information available at present was secured largely through the survey of National Hospital Association, a Negro organization, of which Dr. H. M. Green, of Knoxville, Tennessee, is president, from its membership, and supplemented by information from state and private institutions.

HOSPITALS AVAILABLE FOR NEGROES

Although Negro patients are occasionally admitted into general hospitals in the South, it is too small wards and the admission is scattered and uncertain. At present, the only gauge to actual hospitalization, especially before inquiry can reveal exact figures, is the number of Negro hospitals and their estimated bed capacity.

Since over 80 percent of all hospitals have 40 beds or less, it is not unreasonable to assume that the Negro hospitals fall in this class, and to weight these figures with the occasional inclusion. The average number of beds for each Negro hospital used is 35, and is probably a very liberal estimate.

Negro Hospitalization Needs By States

State	Negro Population	Mortality per 1,000	No. Sick	No. Requiring Hospitalization	Estimated No. Beds Available All Sources	No. Beds Needed
Fla.	399,372	16.4	11,981	1,200	250	950
Ga.	1,220,344	13.9	36,610	3,650	525	3,145
Miss.	936,656	14.2	28,099	2,800	175	1,625
N. C.	807,590	16.4	24,227	2,420	385	2,035
S. C.	878,605	15.6	26,358	2,635	420	2,215
Tenn.	441,941	19.4	13,250	1,325	490	935
Va.	700,304	16.4	21,009	2,100	420	1,680

HOSPITAL SURVEY

Journal A. M. A., 1926, Vol. 87, No. 8, p. 599

At a conference at headquarters of A. M. A. to stress the need of hospitals for Negro internes, it was said that of the known 208 hospitals for Negroes only 7 had been approved for internship by National Hospital and National Medical Association, and that of the 100 or more Negro men graduating each year only about thirty can secure hospital appointments.

Statistics furnished by the Journal of the American Medical Association show that there are in the United States 6807 hospitals of all kinds with bed space of 853,318, and an average of 671,830 patients daily. This gives one bed for each 139 of the population, but how do these figures apply to the Negro people? There are available to them 210 hsopitals of all kinds, with a total bed space of 6,780 or an average of one bed for each 1,941 persons, or to bring the figures down to the individual, each white citizen of the United States has 14 times as good a chance at proper hospital care as has the Negro. In the matter of caring for tuberculosis patients, a disease to which Negroes especially fall prey, the condition is still worse. A Negro with tuberculosis has only one-twenty-fifth the opportunity for sanitorium care that a white man has.

In the face of these facts we are forced to wonder why our death rate from certain diseases is not 14 to 1 instead of 2 to 1, as statistics show.

STUDIES IN THE FIELD OF NEGRO HEALTH SUGGESTED BY THE INQUIRY

I. An investigation of Negro mortality in rural areas.

II. An investigation of Negro mortality by income classes.

III. Study of facilities available for health education of Negroes, and for the care of Negro sick.

IV. An inquiry into the extent of mental diseases among the Negro population; cases in institutions and cases requiring institutional care.

V. A comprehensive study - in two or three typical localities - of the social background of Negro mortality.

VI. Medical research may profitably concern itself with:
(a) Immunity to Tubercle Bacilli,
(b) Causes of the high incidence among Negroes of Nephritis in certain localities

VII. Study of the effect of migration from South to North upon Negro rates of death and birth.

VIII. A study of mortality by occupation and race.

IX. The relative effects upon infant mortality of delivery by physicians and midwives.

X. The relation of changing diagnoses and classifications to trends in mortality.

XI. The relation of amounts spent in localities for Negro health to Negro mortality rates.

XII. Study of Negro diet in relation to Negro mortality.

XIII. Effect of climate on mortality.

XIV. Study of Negro morbidity rates from important diseases.

XV. An inquiry into the relation of diseases of early life to the excess mortality among Negroes from certain diseases.

XVI. The influence of superstition and magical practices upon Negro health.

XVII. The character of congenital malformation in Negro infants at birth.

26 MISC. SUBJECTS & ORGANIZ. NATIONAL INTERRACIAL CONF. 1928

GIVEN AND FIRM NAME KEY									
0	1	2	3	4	5	6	7	8	9
SINGLE NAME OR SUBJECT	A-B	C	D-E	F-G	H-I	J-K	L-M	N-S	T-Z

L. B. AUTOMATIC INDEX. PATENTED JAN. 24, 1911, SEPT. 5, 1911, FEB. 13, 1912.
REMINGTON RAND INC.
PATENTED DEC. 16, 1913. PATENT NO. 1081727
Cat. no. 05011R-0 Made in U. S. A.

DEPARTMENT OF LABOR
JUL 27 1929
WOMAN'S BUREAU.

R E P O R T

Of the

COMMITTEE ON FINDINGS

NATIONAL INTERRACIAL CONFERENCE

Held at

WASHINGTON, D.C.

DECEMBER 16-19, 1928

THE REVISED DRAFT OF FINDINGS COMMITTEE REPORT

The Committee wishes to record the profound appreciation of this assembly for the idea which called this gathering into being; for the prodigious amount and high quality of work which went into the preparation of the data upon which the discussions have been based; for the patience, tact and care with which the Committees on Entertainment, Arrangement, and Procedure have made possible the comfort and stimulation of the delegates throughout the Conference. It wishes to record further its thanks to Howard University for the use of class rooms and halls and to the Department of the Interior for permitting the use of its auditorium for the various gatherings.

As the Conference developed in its thinking on the various problems of population, health, education, citizenship, etc., it became clear that the environmental, rather than the biological aspects of the race situation offered the greater possibilities for immediate social control and, therefore, attracted the attention of the delegates to the question of what remedies could be found for existing conditions. It was recognized, however, that continued and careful research in the biological aspects of the Negro and White population, the differential in educability of the two races, the physiological differential in energy as applied to types of industry, and other studies of the human mechanism, should be carried on.

Problems of Health

Among the definite suggestions for further advances looking to greater social control in the field of health were these:

I. Improvement in vital statistics
   A. Moves to include all states in registration area.
   B. Moves to supplement existing data, e.g., by study of the comparative death rates of other pioneer groups, such as Italian and Mexican immigrants.
   C. Study of mortality rates by occupation.

II. Methods of public health education
   A. Better health campaigns - rural and urban.
   B. Encouragement of progress by local health officers, including sensitizing them to existing needs and helping them deal with existing attitudes.
   C. Further use of public school teachers as carriers through instruction in teacher training courses.
   D. Education to break down popular hostility toward hospitals.

III. Improved Medical Service
   A. Schools for midwives, taking into account their low educational level, and the difficulty of bringing them together for instruction and of dealing with their suspicion of "interference."
   B. More and better interne and clinical experience for doctors and nurses.
   C. The adjustment of the supply to the probable demand for competent medical workers.

Problems of Education

In the discussion of education, the following suggestions received special emphasis:

1. Problems of extending amount of education
   - A. How best stimulate larger financial grants (including study of the effects of conditional gifts?)
   - B. The relationship of southern school budgets for Negroes to the wealth of various states.
   - C. The possibility of establishing state Normal Schools
   - D. The possibility of special campaigns for establishing Negro High Schools.
   - E. Methods of enforcing compulsory education for Negroes of the South.
   - F. The possibility of securing larger Federal participation in education as it affects the Negro.

II. Problems of improving the quality of education
   - A. Stimulating advances of State Boards
   - B. The relation of progress in education to the tenure of educational administrators, such as superintendents.
   - C. The use of the religious affiliations of the Negro as an approach to stimulate greater interest in education.

III. Problems touching segregation
   - A. The study of tendencies in segregation in the North.
   - B. The study of tendencies in the employment of Negro teachers in mixed schools.
   - C. The study of tendencies in practices in admitting Negro students.

IV. Problems in vocational adjustment
   - A. The study of occupations of Negro college and high school graduates.
   - B. A study as to desirable changes in the educational curricula for Negroes, taking into account current trends in educational opportunities.

Problems of Industry and Agriculture

I. Finding new employment opportunities for the Negro
   - A. How enlarge the employment opportunities for Negroes in the organizations represented at the Conference?
   - B. How find out more about the industrial management policies of the companies employing Negroes?
   - C. What special personnel techniques can be used to introduce colored workers into new occupations, with a minimum of friction?
   - D. What is the relation of Negro labor turnover to living conditions?

II. Problems of Negro co-operation
   - A. What are the typical attitudes of Negroes toward entering organized labor?
   - B. What are the relative advantages of having Negroes join White unions as compared with forming their own?

C. What are the advantages and disadvantages of a segregated business system for Negroes?
D. How can Negro business be aided in organizing co-operative societies?

III. Special problems raised by Northern migration
A. How develop competent agricultural leadership among Negroes of the South, in the face of trends toward the city and toward the North?
B. How does the Southern Negro adjust in the North, as compared with the West Indian Negro?
C. What are the possibilities of gardening for Negroes, as a step between the farm and the city?

Problems of Recreation

I. Improving facilities for children
A. A study of the methods successfully used in getting equal opportunities for young men and women to use the recreational facilities of such organizations as the Christian Associations.
B. A study of the extent to which Negro children's growth is retarded by lack of directed play - to be used as a basis for securing more adequate facilities.

II. Problem of distribution of funds for recreational purposes provided by city taxation

III. Needed: A directory of places where Negroes may get training for recreational work.

Problems of Housing

I. Problems of building. The following questions and suggestions were outstanding:
A. How get more data concerning the cost of financing the buying of homes for colored in large cities?
B. What special obstacles are met by Negro home purchasers in securing mortgage money?
C. What are the obstacles to better assistance from building and loan associations?
D. What kinds of aid are most needed for Negroes who are buying homes?
E. To what extent must exploitation be expected as the condition of admission of Negroes to new areas?
F. Need of securing and making known data on inter-racial groups who have successfully developed housing projects for Negroes.

II. Housing and the community
A. How make further use of social agencies in improving housing conditions?
B. How direct municipal attention more effectively to the needs of Negro communities?

C. How secure legislation and supervision necessary to curb practices of landlords in Negro sections, particularly those affecting adequate sanitation.

Problems of Law and Administration

Numerous suggestions were offered in regard to Law and Administration:

I. More Negroes in administration
   A. A study of observable results in those communities in which Negroes are employed as judges, court officers, policemen, etc.
   B. Moves to pass legislation drafting Negroes for jury service when Negroes are being tried.

II. Use of welfare agencies
   A. A study of possibilities in regard to the establishment of Welfare Departments in southern states similar to that of North Carolina.
   B. Fuller co-operation of the Christian churches with social agencies in the research approach to crime.
   C. A study of specific ways in which it is possible for social agencies to reduce Negro crime.

III. Control of juvenile delinquency
   A. A study by a number of organizations of the Conference of pre-delinquent Negro boys and girls with special reference to where they live, opportunities for recreation, and vocational openings.
   B. A summary and comparison of experience in the application of parole or probation systems to Negro and White boys, 14 to 21.

IV. Comparative data on crime
   A. A study with co-operation of police and social agencies of a series of Negro and White neighborhoods, keeping track of actual offences and environmental factors.
   B. Further study of causes for differing crime rates between North and South.

V. A study of Negro crime rates in the light of such factors as:
   A. Economic status
   B. Feeble-mindedness
   C. Negro unfamiliarity with city life
   D. Differences in emotional stability
   E. Comparative studies between White and Black groups of percentages of arrests and lengths of sentences imposed
   F. The need for road builders in certain states
   G. Survivals of peonage system, etc.

VI. Constructive action based on:
   A. One state selected as sample for promotion of constructive program for administration of criminal processes.
   B. A selected sample of counties in representative states studied for conditioning factors in crime, such as health, education, and economic background of persons involved.

VII. Increased provision for modern scientific treatment of offenders.

VIII. A list of sources to be given to members so that they may secure further factual information concerning the Negro's part in crime.

Problems of Negro Citizenship

I. Problems demanding increased factual knowledge
   A. To what extent is the abstention of the southern Negro from voting due to legal obstacles, intimidation, indifference?
   B. What are the chief reasons why these factors do not operate to the same degree in different parts of the South?
   C. Information as to the movements which are going forward with a view to increasing the Negro franchise?
   D. The effect of the recent break in the "Solid South" on attitudes toward Negro enfranchisement?

II. The effects of enfranchisement on the social and economic status of the Negro
   A. How far has it relieved these disabilities in the North?

III. The role of political education
   A. How develop among Negroes the will to vote where no legal restrictions exist?
   B. How develop specific political educational agencies among the southern Negroes, such as the League of Women Voters?
   C. A study of the desirability of shifting the emphasis in campaigns for Negro enfranchisement from national political action to local action, including the local administration of law, of schools funds, and public works.

IV. Requests for general research
   A. Political studies suggested by Dr. DuBois.

Problems of Race Relations

I. Suggested specific studies:
   A. Study of the results accruing from the practice of old New England academies, like Andover and Exeter, of including Negroes in their student body.
   B. Study of the possibly increasing desire for segregation on the part of the Negroes against Whites (as evidenced by the rigidity of Negro schools and colleges in excluding Whites).
   C. Study of the number of lynchings as one index on the state of race relations.

II. Suggested basic questions as to the conditions of improved race relations:
   A. How can the organizations represented by this Conference help expedite political justice to the southern Negro by the orderly processes of law?
   B. To what extent is the improvement of race relations conditional upon the acceptance of inter-marriage between the races?
   C. The Christian implications of the problem.
      1. At what points do the teachings of Christ and social expediency conflict?
      2. What immediate commitments for the improvement of racial relationships are practicable for Christian men and women?

It is suggested that co-operative participation in the enterprises stated or implied above might take place as an outcome of this Conference on various levels, determined by the various interests and capabilities of the individuals and organizations concerned: e.g.-

1. Systematic study of available data, especially of those prepared for this Conference.
2. Systematic exchange of experience and of experimental work around selected problems.
3. Local surveys
4. Systematic studies by committees and commissions
5. Research

If it is desired to carry the processes of this Conference one stage further, provision might be made for sending to each organization concerned a list of items included in these findings with some simple apparatus for finding out the special areas of interest of each organization, and their choice of priorities for possible further co-operative effort.

SUMMARY OF SESSION ON HEALTH

by Franklin O. Nichols, assisted by H. E. Kleinschmidt

May I assume in this summary that your most important concern is with the actual situation of Negro health, and with the concrete suggestions which were presented for reducing Negro morbidity and mortality rates. Most important conditions as presented by Dr. Dublin and confirmed by speakers who followed him. These covered:

I. Infant morbidity and mortality

II. Tuberculosis

III. Maternity conditions

IV. Syphilis

It was indicated that statistics show that these conditions have their highest rates in southern cities, though their rate have increased in northern cities since the migration.

Causes

I. Social and economic conditions, revealing themselves in poor housing, lowered resistance because of poverty, greater influence of infection because of over-crowding, inability to purchase adequate medical attention and recreation.

II. Inadequacy of hospitalization, especially in southern centers.

III. Poverty of personnel as this relates to trained public health workers, especially public health nurses.

IV. Inadequacy of opportunities for training nurses and the lack of standards of training in many of the small private hospitals of the South.

V. Problem of midwifery.

VI. Mass ignorance as to nutrition, recreation, hygiene,

VII. Ignorance as to the place of the hospital in the community, resulting especially in the South of the hospital being used primarily for surgical work.

VIII. Several inter-racial aspects of the situation were presented:

a. Absence frequently of appreciation by doctors of individual and racial dependability.

b. Absence of co-operation between white and Negro state organized medical groups.

IX. Lack of opportunity for internship of Negro physicians.

X. Biological susceptibility of the race to certain diseases was discussed later.

XI. Illegitimacy.

Suggestions for improving these conditions

A. Improvement of vital statistics, through bringing in outside states into the registration area.

B. Education of Health officers to the needs of the Negro and to better methods of approach.

C. Introduction into teacher training courses of information and training for meeting child health needs.

D. To take advantage of the experience already gained in reaching the Negro population by the study of demonstrations now going on in Texas, Arkansas, Alabama, and some of the northern centers.

E. Extension of education for midwives through county institutes in midwifery which have been demonstrated as a practice procedure in Alabama and Virginia.

F. Certain attitudes held by Negroes toward hospitals must be combatted.

G. The South must face frankly the problem of adequate hospitalization, standardized nurse training, and proper provisions for the intern-training of Negro physicians.

H. The Negro must be taught to co-operate with health agencies.

I. The family presents a potent center for physical and social health: concentration on the protection and development and improvement of Negro family is an essential factor in any comprehensive health program.

Conclusion

All experience so far gained indicates the Negro's health rates are susceptible to improvement as we bring to bear educational and remedial measures coupled with social improvement.

Caution

Despite what we have gained by attacking the problem as an environmental one, it is still essential that research efforts be continued toward finding out and understanding the biological aspects of Negro health.

SUMMARY OF THE SESSION ON RACE RELATIONS

by Dr. Alain Locke

I think perhaps now is the time to emphasize the fact that there were both an inter-racial and an inter-sectional committee and that, although there was really rather little to summarize, that little was very significant. This resulted from the fact that there was but one address on the subject of Race Relations, that by Dr. Miller of the Ohio State University; and so great was the interest in the first topic of Citizenship raised by Dr. DuBois' paper that practically all of the discussion of the afternoon session focused upon that topic directly or indirectly.

As the Conference came to the consideration of both these problems of the afternoon session, Citizenship and Race Relations, it was emphasized by the chairman that the Conference had now come to a range of topics where there was admittedly more opinion than fact.

The Conference, as I see it, has tried very definitely to steer as closely as possible to factuality in order that it might provide the representatives of its various organizations with incontrovertible facts and information. Here, however, where it was not primarily a question of facts but of attitudes, it was necessary, of course, to go almost immediately to the play of opinion, and on this basis Dr. Miller very trenchantly discussed the subject of Race Relations. Though abstract, his was a very practical analysis.

In the first place, he said that race relations had previously been regarded and discussed too much as an abstract problem; but that with the gradual growth of a scientific attitude on the race question, there now was a new tendency to make race relations the subject of definite investigation and to construe the actual changes of group attitudes in society as not so directly

influenced by reform or agitation as indirectly controlled by changes in the relationship of social groups and classes. Indeed, they were often controlled more vitally by large-scale changes in world relationships than by local and national situations. Therefore, what had been looked forward to as an objective of philanthropic reform in the matter of race relations was establishing itself rather definitely out of the new alignments of races in the world at large and the new attitudes of the modern mind as thus determined. Especially in America the race question had taken the place, in the public eye and mind, of the question of the foreigner and the emigrant which had previously been in the foreground of liberal discussion a decade or more ago, and that the Negro was inheriting the interest and the effective co-operation of that group of people who previously had been interested in that problem. In fact, something of the technique of the whole Americanization program in connection with the emigrant foreigner had transferred itself to a consideration, a rather constructive consideration, of the Negro and his problems.

The paper then went on to discuss the ground or justification for racial antipathy and prejudice without directly mentioning it. The line of argument, as I saw it, was this, that these intergroup attitudes were not at all different, really, from class problems; that they had their historical causes and that they could not long persist after the conditions out of which they had arisen disappeared or altered measurably; that, therefore, the changes in condition of the Negro would more or less automatically in the long run call for a readjustment of the public mind, necessitate fresh conceptions of this race group, and therefore effect a self-elimination with the growth of social understanding and the rationalization of race antipathies and race prejudices. Of greatest importance in this change were the demonstrations of cultural ability and su-

periority that were rapidly coming from a certain section of the Negro population, tending to disprove and undermine the older stereotypes upon which unfavorable public opinion was based.

Indeed, Professor Miller finally, trying to develop a philosophical background for the behavior of a minority under these conditions, developed as a principle that social prejudice very often, in fact, in most cases, acted as a social and cultural stimulus, and he even made the prophecy that in responding to this pressure that the Negro group in the next 25 years would be the group of American citizens who would perhaps make the most outstanding progress.

At this point his discussion veered to a consideration of the probability that an entirely new attitude would more or less suddenly emerge; that especially in the light of education of the upper classes to a new interest and a new understanding of the Negro there would be established more or less at the top, in the more representative liberal sections of society, a new opinion and attitude toward the Negro group which would percolate down - or, as he definitely said, both up and down - and finally become established as a new general attitude of American citizens towards the Negro group.

The Conference report on Race Relations occupies only half a dozen pages in the data. It is quite the smallest section in the factual data of the Conference. There was not much additional to report to the Conference on this matter. The committee thought, however, that race relations was so important a topic that they themselves wanted to bring forward two or three points.

The first was that they agreed in thinking that one of the new and important forces in the change of interracial relations must be the interest in interracial contacts in the universities and colleges, and that this movement was really almost focused in the southern and midwestern universities

and colleges. It had been called to the attention of one of the committee members that there were in the South more than a dozen forums consisting of white and colored students who were regularly discussing mutual racial, civic, and social problems.

The second point that this committee desired to bring to the attention of the Conference was that the approach of such interracial groups, especially among the younger college population, was factual and not controversial, and that it was extending beyond the formal relations of their meetings, and in many cases was leading to independent individual investigation of local conditions, even going over in some cases, into the formation of definite friendships and other sustained contacts between the two race groups.

The Committee desired to emphasize also that they saw in this process the need for mutual concessions; that Negro students had in their experience developed counter prejudices and attitudes which were negative, and they thought that it was quite important and quite useful for Negro students to have the opportunity for educating themselves out of such negative attitudes, and that there was on their side quite as much constructively to be done, as there was in the case of the white students.

Their impression was further that a considerable portion of the younger generation, through such agencies and also on their own initiative, were making voyages of exploration and discovery between the races and that this was one of the most hopeful signs and trends of the present situation.

In connection with the growth and development of interracial associations the committee felt that such work had grown up from mere philanthropic contacts and remedial temporary local councils, that sort of social coroner's jury out

of which, of course, the interracial group meetings first came, into such definite organization of the Southern Interracial Commission that we have now permanently organized local and sectional conferences between the representative and better elements of the white and black citizenry; that the movement had gone step by step into social work conferences, into interracial university study groups, college study groups, Y.M.C.A. and Y.W.C.A. study groups; and was now even awakening interest in cultural and artistic activities. The latter, in fact, was one of the most hopeful of its phases, because here the interracial groups are brought together not in terms of a direct attempt to modify race attitudes, but in terms of a common interest in common problems and common ideals.

The committee wanted very definitely to recommend it as their opinion that there should be more inter-race association and conference along the lines of practical, scientific, and professional interests, especially, as they saw it, between the professional classes in the North and in the South, as, for example, between white and Negro lawyers and white and Negro physicians, and white and Negro ministers; that there was now in the demonstrated experience of at least certain intelligent sections of the American population the definite growing conviction that race prejudice, instead of being based on innate instinct, was now definitely recognized by thinking minds to be an acquired social attitude, and that as we confronted it in a scientific spirit we would come to understand that just as people could be indoctrinated into these negative social attitudes, they could be educated out of them and that there was in this a very hopeful way of eventually bringing the better and more representative elements of the two races into full co-operative contact.

SUMMARY OF THE SESSION ON CITIZENSHIP

by Mr. Clark Foreman, assisted by Mr. Walter White

In discussing the question of citizenship this afternoon, it was made evident that all that had been said in the former discussions led up to this most vital subject. The purpose of obtaining for Negroes the two-fold opportunities of citizenship, the rights and the duties, cannot really be separated from the purpose of getting adequate education, housing, etc.

The chairman has emphasized from the beginning the fundamental interrelationship of all these questions, and the necessarily arbitrary division we have had to make.

In presenting the material of the research committee, Dr. DuBois pointed out that the lack of facts in this field was even more evident than in others. In fact, his summary of our knowledge is so concise that I may read here:

"Our general knowledge may thus be summarized: there is a system of color caste in the United States based on legal and customary race distinctions and discriminations, having to do with separation in travel, in schools, in public accommodations, in residence, and in family relations. There is discrimination in the kind and amount of public school education and in civil rights of various sorts and in courts, jails, and fines. There is disfranchisement of voters by means of various tests, including restrictions as to registration, voting in primaries, and the right of summary administrative decisions, and finally there is lynching and mob violence.

"Over against this there are the war amendments of the Constitution and various civil rights laws of the states and the decisions of the courts in these matters."

Dr. DuBois remarked that to a great extent this absence of research in the field of suffrage is due to the timidity of philanthropy on the one hand and the practical necessity for conciliatory methods on the other.

But in no uncertain language he laid before the Conference the real challenge which the present situation presents to those who hold to the ideal of democracy. That democracy is not being realized in a great part of the country was clearly shown in his paper. That the consequence of this is contrary to the pretended principles of the American people and subversive of their realization seemed clear.

In the discussion that followed various ways of remedying the situation outlined by Dr. DuBois were stated. This showed again the many points of view which are represented in this Conference.

The necessity of conciliatory and slow action was emphasized. But it was clearly shown that much had already been done in the direction of acquiring suffrage by the direct action of the courts and the active opposition to bond issues which discriminate against the Negro part of the community.

It was also emphasized that the rights that are now open to Negroes in the South and in the North are not used as effectively as they might be if their importance were taught by the colleges and social organizations. The right to vote is not by any means universally denied the Negro. In many parts of the South they are encouraged to register.

The advisability of attacking this problem in a direct way, but nevertheless strategically, was brought out, and the analogous fight made by women for suffrage was put forth as a possible example of the combination of vigorous and cautious action.

For instance, it was urged that the more local questions be sought after first. It is not only easier to arouse interest in local problems, such as schools and sanitary facilities, but it is easier to make the injustice of the situation evident to the group in power.

But throughout the discussion, the necessity of full citizenship was recognized to be the only safe basis for any group, and particularly among a group such as the American Negroes, where a large proportion is of what we call the laboring class. This was summed up by Dr. DuBois as follows:

"I hold this truth to be self-evident, that a disfranchised working class in modern industrial civilization is worse than helpless. It is a menace, not simply to itself, but to every group in the community. It will be diseased; it will be criminal; it will be ignorant; it will be the plaything of mobs, and it will be insulted by caste restrictions."

The effect of Federal legislation on the problem of lynching was emphasized. Dr. DuBois showed that concurrently with the effective political activity of northern Negroes on the Dyer Bill, the number lynched was reduced in one year by 75 per cent.

In summarizing this summary, I may end by saying that many various attempts to meet the problem of citizenship have been to some extent successful, and that if the democratic ideal is to be achieved in the future, no legal instrument can be left unused.

SUMMARY OF THE SESSION ON AGRICULTURE AND INDUSTRY

by Charles H. Wesley, assisted by Miss Mary Anderson

One of the most important periods of the morning session was devoted to study of the Negro in agriculture and in industry, Monroe N. Work of Tuskegee presenting the facts on agriculture, and Dr. Niles Carpenter of the University of Buffalo the facts on industry. Such a discussion is of special value when it is recognized that 60 per cent of the Negro population, ten years and over, are workers. It has been estimated that this group performs one-seventh of all the labor in the United States. Over two million Negroes are engaged in agriculture, and about one million are in domestic and personal service. Sixty-seven per cent of the gainfully employed are in these two fields.

A. - AGRICULTURE

Ownership of Farms - The census of 1920 showed a decrease in the ownership of farms by Negroes, as compared with the census of 1910, and a corresponding increase in tenancy. By 1925, the number of Negro farms showed an increase. Similar trends are noted for the white population of the South. In this connection, it was noted that white farm tenants move more than colored farm tenants.

Size of Farms - The conclusion was drawn that the greatest increase in number of farms between 1880 and 1925 had occurred in farms of from 10 to 49 acres, thereby disproving the popular belief that a combination of small farms into large ones is a marked feature of southern agriculture.

Farm Population - Negro farm population has decreased by over 700,000, which is in agreement with the general loss of farm population throughout the South. Two southern states, South Carolina and Georgia, have lost over 100,000. It was

pointed out that Negro males out-number Negro females in the farm population, and that the largest age group in the South is between five and fourteen years.

Crop Production and Raising of Livestock - There has been no great increase in production of crops per acre, but the total amount of agricultural products has increased as has also the acreage under cultivation.

The problems which the Negro farmer faces were listed under three headings:

(1) How to increase production with greater profit to the farmer.

(2) How to buy and sell by co-operative marketing methods.

(3) The problem of credit.

These problems have not been solved by either the Smith-Lever Act or the Smith-Hughes Act, because the workers among Negro farmers are too few and the allocations of funds from these sources are about as faulty as are the allocations of other funds in the southern states.

In answer to the question, "Are Negro farmers making progress?", Mr. Work replied that "visiting their fairs and their farms, one must come to the conclusion that, in spite of handicaps, they are making some progress."

B. - INDUSTRY

The session on the Negro in industry was begun with a presentation of facts concerning Negro women and children. Negro women were found to be still engaged, as in the past, in domestic and personal service, and in the so-called borderline occupations. Throughout the history of Negro labor in the United States during the nineteenth century, it was found that certain industries like the tobacco, the peanut, and canning factories have attracted Negro women because it was possible to locate such factories near the place of production. In the North, Negro women are found in the textile industries. Garment workers in the factories and in

the homes have increased. One fact is outstanding in this connection: Negro women show a higher percentage of those engaged in these gainful occupations than any other group in the population. In West Virginia there was found a higher percentage of males gainfully employed and the lowest percentage of women gainfully employed. This was attributed to the mining industry.

The effect of this large employment of women was regarded as having deep significance for the Negro home. Dr. Carpenter ventured the suggestion that we might infer that in proportion as Negro women and children leave these gainful occupations, Negro men are rising in the economic sphere. In this way, women would be relieved for the duties of home-making and children would be relieved for education. This suggestion did not take into consideration the new woman, of whom we hear so much, who does not desire to confine her interests entirely to the home circle.

The major part of the presentation was devoted to the Negro male in industry. It was noted that 67 per cent of the Negroes were engaged in domestic and personal service, as against 35 per cent for all groups in the country as a whole. A second group of occupations was called the "semi-domestic," including porters, janitors, et cetera, in southern mills. A third group was termed "bottom structure" occupations, such as the unskilled labor in the iron and steel industries. A fourth group included the semi-skilled occupations, which were termed the "pushing-up" occupations, in which Negroes were pushing their way to more skilled work, and the "vacuum" occupations, which were being entered by workers for the first time. The fifth group covered the skilled occupations. In New York City on certain derrick and crane work, the Negro has excellent opportunity for skilled labor, and in Cleveland a recent survey showed that 11 out of 12 foundries had promoted Negroes to skilled work.

The Negro is finding his place in American industry not only by reason of the World War and migration, but by his own efforts in pushing his way up toward more skilled labor. The problem of efficiency was difficult to solve. Various and contradictory opinions were given. Nevertheless, the majority of employers say that Negroes are about as good as whites and in some cases better. The Negro turnover was said to be large, but Dr. Carpenter stated that in at least one center - Cleveland - the figures showed that the turnover depended upon management, wages, and working conditions more than upon racial temperament.

In regard to the prospect for Negro labor, a division was made of positive and negative factors. The positive factors were:

(1) American industry will continue to demand a large amount of unskilled labor.

(2) The greatest success will come where Negro labor is carrying on a mass invasion.

(3) There is less resistance in the "vacuum" industries.

(4) The Negro possesses certain advantages over some other groups such as the English language, good nature, the co-operative spirit, and adaptability.

The negative factors were:

(1) Unskilled labor may be replaced by machinery.

(2) In periods of high turnover, the workers in unskilled occupations are the first to go without work.

(3) Opposition on account of color.

(4) Trade unions, which have not materially helped the advance of the Negro in industry.

To the extent that the Negro makes his way in the economic sphere, he will win the American people, who appreciate economic advance. Negro labor is in the testing period. The Negro worker has his foot on the threshold, and Dr. Carpenter concluded that the next few years will tell a very interesting story.

Certain salient facts should gain our attention as a result of these points of view:

(1) There is need for diversification of Negro occupations.

(2) Some permanent agency should be established out of these constituent organizations, to carry on the study and promote the advancement of Negro labor individually and in group relation with organized labor.

(3) The Negro farmer's attention must be called to the opportunity for truck gardening and co-operative marketing, as well as the merchandising of food in the large centers of population.

(4) The co-operation of the trade schools is needed, and parents, ministers, and teachers must point the way toward the industrial field as an opportunity for enlarged usefulness.

(5) The problem of apprenticeship must be approached.

(6) Negro labor's responsibility for its own success must be recognized.

In closing, may I call attention to the fact that Negro labor stands on the threshold of modern industry. The door is being pushed open to larger industrial opportunity. By efficient work and determined effort against obstacles, greater advances may be recorded by the historian of the future.

SUMMARY OF THE SESSION ON RECREATION AND HOUSING

by Miss Mary E. McDowell, assisted by Mr. George A. Arthur

These two subjects, Recreation and Housing, are both fundamentals in the life and progress of the human race, both necessities of a civilized life, both basic to the moral and physical health of any people. These two important factors that were discussed were shown to be related to vice and to delinquency - or, on the other hand, to refinement and to stability of character. Yet they are only just being considered for Negroes, and in most communities are utterly ignored, we learned this afternoon.

A. - HOUSING

We have had the outstanding, unique example shown us of the beautiful Dunbar Co-operative Apartments in New York City, and, on the other hand, the southern rural housing conditions suggested by Mr. Woofter when he told us of rural houses so full of cracks that one of his neighbors, when asked how he managed to keep warm, said that he "kept putting on and never took off until warm weather."

Of course, these Dunbar Co-operative Apartments are unique at present until the Rosenwald houses are built in Chicago, which will not be co-operative but for rent, but we feel sure that they will be beautiful.

Mr. Woofter says that the next census will show that home ownership has increased more in the last ten years than in the previous thirty years. Real estate firms show that there has been but one per cent of foreclosure on homes sold to Negroes. I myself in a small investigation among real estate agents of both races in Chicago found that Negroes are considered to be no greater risk than whites of the same economic level. One large real estate firm said that

among Negroes if the man lost his job, the woman would do any kind of work to help make the payments, and that they had not found this same interest among white women.

In Chicago and other large northern cities, the effort and desire to own homes have been met sometimes with violence. Mr. Woofter mentioned the great diplomacy shown by Negroes in securing their homes, but in Chicago they showed not only diplomacy but remarkable courage in not allowing themselves to be terrified by over twenty large bombs exploded to prevent their passing into other districts. They passed and now possess one of the beautiful boulevards in Chicago.

In order to make it possible for Negroes to own their own homes in the North, the only way Mr. Woofter suggested was for people of ability and money to organize to finance second mortgages which Negroes are unable to secure from white banks. He also said that from 12 to 25 per cent is now being charged. Mr. Rosenwald considers 6 per cent good business, but other well known capitalists consider that as philanthropy.

Mr. Woofter stated that one of the greatest needs was for an organization of able people to help finance Negroes who want to build for themselves and to organize and strengthen the building and loan associations, as has been done in Philadelphia. There is also needed some organization to help the new migrants to get acquainted with surroundings, laws, zoning, etc., in cities. I would suggest that a good idea would be to have socially trained rent collectors to visit these newcomers.

B. - RECREATION

The other fundamental necessity of civilized life is recreation. Mr. Forrester Washington told us that Negroes migrate in quest of happiness.

Sometimes, he said, it has been following to the end of a rainbow. Where these migrants come from they had no recreational facilities except what they created themselves, such as fishing, hunting, etc.

In Atlanta, $300,000 is appropriated every year by the municipality for golf, parks, playgrounds, etc., all for whites. There is nothing but one very poorly equipped park for the Negroes, and not a Negro playground in Atlanta.

Baltimore, in 1923, had 108,000 Negroes and only one recreational director. The same is true of all southern cities, and conditions in the North are very little better.

We learned that there are 19,000 recreation workers in 321 cities, conducting a year round program. Four hundred of these are colored in 103 cities.

It was said that the Negro has been omitted in the initial plans for public recreation. One of the most outstanding democratic efforts for Negro recreation is in Dayton, Ohio, where $100,000 was voted by all the citizens for a recreation center in the colored district.

As for private recreation facilities, there are only three southern cities having recreation centers that serve Negroes, and in only five northern cities were social settlements reported as serving both Negroes and whites.

I do not feel that this wholly gives you the picture of the attitude of social settlements generally. In Chicago, where migrants moved in close to Hull House, the door of hospitality was opened to them on an equality with the other parts of the community, the same as has been done by the settlements in Cleveland, Detroit, and Buffalo. Clubs and classes were formed for them but a choice was given to them to join any class of club they wished.

Mr. Washington was able in Detroit to talk with one thousand heads of families. He asked them what they liked to do best. I will not give you the figures, but their choice included fishing, hunting, hunting and fishing, "sitting down", going to church, to lodges, reading, doing nothing, visiting, singing and playing musical instruments, talking, "knocking about", working around the house, card games and gambling, drinking liquor, "lying around".

Some recreation needs were suggested. More facilities for recreation in small populations of Negroes, from 1,000 to 10,000, in rural towns, and more trained leadership. I should say there should never be a playground without a trained supervisor. It makes a success of the playground every time.

When Mr. Washington spoke of the migrant's quest for happiness, I was reminded of the marvelous play spirit of this race that has played and sung as it climbed higher, higher.

This play spirit is in both the old and young and needs only a legitimate, wholesome outlet, as Mr. Attwell told us; it should not be longer neglected if the race is to contribute of this gift so needed in materialistic America, for the play instinct is the creative instinct, and the spirit of play is the artistic spirit.

SUMMARY OF THE SESSION ON LAW OBSERVANCE AND ADMINISTRATION

by James Weldon Johnson, assisted by Ira D. Reid

It appears to me that the subject was a sort of euphemism - law observance and administration - because it resolved itself into a discussion of crime among Negroes. I mean, the discussion was focused upon the crime rate among Negroes.

The first thing that was brought out was that most of these statistics are comparatively valueless, that the only thing apparently definite that could be established was that Negroes are more frequently arrested, convicted, and committed than white people.

It was also brought out that this is very largely due to the fact that attitude towards race affects the police departments and the law enforcement and the law administrative officers, and that it operates upon the Negro, therefore increasing his crime rate.

It was also brought out that a great many of these statistics are misleading. I gained the impression from the experts - I am no statistical expert - that nothing can be more misleading than statistics if you are not careful with them.

It was brought out that crime in the North has a higher rate among Negroes than in the South. That, of course, has to be balanced by the fact that there is a larger adult male population in the North since the migration. I gathered also that percentages are misleading; that in northern communities where the bulk of the Negro population is smallest there is a probability that crime rate there may be highest.

I make a very crude illustration. For example, if in some New England village there were two Negroes and one committed a crime, fifty per cent of the Negroes in that town would be criminals. Of course, there would have to be differential factors brought in and applied there to balance that up.

It was also brought out that Negroes suffer a good deal from being arrested on insignificant charges and are not able to produce bail.

A very important point was brought up, I think, that a Negro coming in before a court, tousled and unkempt from prison, cannot fail to make a bad impression upon a jury and upon the whole court. If he comes from his home fairly well-dressed and neat, the impression is likely to be very much more in his favor.

We had brought out in discussion that there are several practical steps that might be taken to help in this whole crime situation. One was the part that the Church might play or might have played, and that is in the gathering of the data.

Mr. Oxley brought out the fact that they were selecting data in a certain number of cases including the history of the crime and of the criminal; he brought out the fact that they were going back in the case of some criminals for two or three generations.

A very practical step that can be taken is that ministers who visit prisons for spiritual consolation of prisoners might collect a great deal of valuable data. They might become very important research agents.

In this whole matter of crime, it is of course evident that our method of dealing with crime and criminals is archaic. The criminal law is an anachronism. We have not begun to deal with it. The enlightened student of criminology now feels that the criminal should be taken in his incipiency. I remember attend-

ing a meeting of the American Bar Association, the Law Enforcement Committee, holding sessions in Chicago, and there appeared before it a famous psychiatrist who had charge of a juvenile clinic, a delinquent clinic in Chicago. He said that if those clinics were authorized they would be able to prevent a great deal of crime by getting the criminal before he started and isolating him, most of them being defectives.

He cited the case of a boy who had come up in the delinquency court. He himself had diagnosed his case and had made a record of it. He said, "This boy is the type of subnormal individual who some day or other will commit a 'ripper' crime." The court said there was no authority to hold him, not on a diagnosis by a psychiatrist. So the boy was turned loose, and the criminal records show that some five or six years after that he did commit just such a crime.

I do not know whether they can guess right every time, but at any rate, there is something in it, and there is no doubt that the next great move in this whole area should be the reformation of our criminal laws, our criminal practice and our whole method of dealing with criminals and with crime.

As to Negro crime in the South, it appears to me that the most telling point was made in the suggestion that Negroes in the South in order to protect themselves against this crime rate, which is really magnified, would have to have a choice in the selection of their law enforcement officers and administrators of the law. They have nothing to say about the crimes committed by law administrators. We were only talking about the crimes committed by so-called Negro criminals. Of course, there is a negative criminality attached to those who fail to deal out common justice in the

courts; and the remedy of Negroes in such localities having a voice in the selection of those who prosecute them, those who arrest them, those who sentence them, those who judge them from the jury box would undoubtedly have a very great effect upon this whole situation.

It is very natural that judges and jurors and prosecuting attorneys, being human and all of them subject to this attitude on race, should not be able to balance the scales of justice absolutely evenly.

And so I may just repeat something of what I said this afternoon by remarking that I think it is very vital in this whole race situation, especially in the South, that Negroes have a hand and a voice in making a choice of the local authorities, helping to elect the sheriff, helping to elect the prosecuting attorney, the judges, and all the other local officers.

The matter of the Church and the part that the Church can play in this question, the part that may be played through politics, I believe will have a great effect in reducing the Negro's somewhat artificially high criminal rate.

SUMMARY OF THE SESSION ON EDUCATION

by Thomas E. Jones, assisted by H. M. Bond

In a stimulating conference on the present condition of education in the United States as it affects the Negro, facts and their meaning were presented by Professor W. A. Robinson of Austin High School, Knoxville, Tennessee, Professor Mabel Carney of Columbia University, New York, and Dr. James E. Gregg of Hampton Institute, Virginia. The addresses, and discussions from the floor focused the attention of the conference on four chief considerations:

(1) The fact of inequality in Negro and white education.

(2) Factors which contribute to these inequalities.

(3) Experiences which point the way to possible remedies.

(4) Problems of fact, implication and method which demand further study.

A. - Inequalities in Negro and white education

It was pointed out by the speakers that although the Negro constitutes but one-tenth of the population of the country, more than one-third of all illiterates belong to the colored race. Illiteracy in the Negro group showed wide variation in different parts of the country. For instance, 2.9% in New York State and 6.1% in Pennsylvania, but 30.1% in Alabama and 38.5% in Louisiana can neither read nor write.

Although most states constitutionally require equality of educational opportunity for all classes and races and legally compel school attendance, these laws are very inadequately enforced. For instance, in Alabama 15.1% of the white population are out of school but 41.2% of the

Negroes do not attend. This is a ratio of nearly three to one. In Virginia, this is remedied somewhat, but still there are twice as many Negroes as whites out of schools. It is interesting to note in this connection that in Georgia, where there were two and one half times as many Negro as white absentees in 1927, 1760 warrants on white and not one on colored parents were served for non-attendance. This resulted in 13,000 more white children being enrolled than otherwise would have been, but the Negro record continued to suffer. Furthermore, it was shown that 52,000 white and only 86 Negro school children were transported in omnibuses. Over $215,000 for white and $31,000 for Negro was spent to keep pupils warm. $20,000 for white and $174 for colored school libraries was appropriated, although there were three-fourths as many colored as white children. And finally, discrepancies in teachers' salaries for the two races are striking. In some of the Southern states, ten times as much was spent for white salaries as for colored, although the population in some of these states equals or even exceeds that of the white.

With insufficient school attendance, school buildings, equipment, teachers' salaries, and training of teachers, it is little wonder that this appalling rate of illiteracy confronts the nation. It is a noteworthy fact that there is a high negative correlation between white violations of Negro life and property and the amount of attention given to Negro education in the various states. In view of the growing interdependence of all sections of the American population, and in view of the growing influence of America among the nations of the world, it is no longer possible to consider this appalling record of ignorance as a sectional matter. It concerns the entire nation and may be justly viewed as

a disease which is affecting all of our social, industrial, and political institutions. It must be treated as disease which should be scientifically diagnosed and treated to effect an immediate remedy.

B. - Factors of inequality which hinder educational progress

(1) The belief in the desirability and necessity of white supremacy, followed by its corollary.

(2) The belief in the inferiority of the Negro and his inability to profit by education.

(3) The pressure of population upon economic subsistence in areas occupied by white and colored people.

(4) The indifference and ignorance to the whole problem of Negro education and welfare.

(5) The lack of personal contact and sympathetic understanding between the best Negroes and the best whites.

(6) The inertia and indifference on the part of the Negroes themselves to educational opportunities.

(7) The tardy acceptance of the idea of education for all the people and a willingness to be taxed for its support.

(8) The lack of funds to carry out minimum programs which would be approved by state leaders.

(9) And the lack of sufficient organized and persistent effort on the part of foundations, agencies, and organizations to create a public opinion in the states both south and north, so that the danger of the disease of ignorance may be eradicated.

C. - Hopeful attempts at meeting these difficulties

In spite of difficulties, experience shows that much can be done towards removing the inequalities of Negro and white education provided we recognize that for many years yet in the South, where the problems are most acute, remedies must be worked out in co-operation with and under the supervision of white people who are in authoritative positions. Appeals to fair play, state pride, and economic interest can heighten a desire to eliminate illiteracy among all peoples within the states. The public can be made to demand better education facilities, both for white and colored children. And governors can be encouraged to believe that the population will submit to greater taxation and to a more equitable distribution of funds. Pressure can be brought to bear on State Boards of Education by National Conferences, by National Boards of Education, by friendly rivalry between state boards of education, and by the development of practical demonstrations that the people, themselves, will give money to provide more and better educational facilities. The remarkable achievements of the well-directed philanthropies of the Julius Rosenwald Foundation, the Jeans and Slater Funds, the Phelps-Stokes Fund, the General Education Board and similar agencies, has proved beyond all doubt that it is possible to create a public willingness to submit to greater taxation for education.

The rare wisdom and far-seeing statesmanship, which brought about a stimulation of public interest and has directed these funds so that more adequate programs can be continued by the states themselves, led many to believe that further stimulation of public interest could be effected by the granting of Federal aid to states most affected by the menace of illiteracy.

While some members of the Conference were afraid that the nation might sell its soul, over-ride state rights, thwart the principles of American democracy and allow political interests to stifle the whole purpose of improving the educational status of the Negro, others felt that the dire need for improving the situation demands that a remedy be sought at all costs.

It was thought that in view of the remarkable achievement of philanthropic boards it might be possible to interest other individuals or boards and to bring pressure upon the Federal government to work out a permanent solution. Board secretaries and experts in a national bureau of education should be able to approach the problem scientifically and to work out a solution relatively free from bias.

It was recognized further that little could be accomplished without working out a united program of publicity which would carry the aims and purposes of the co-operating organizations, state boards, etc., down to the smallest beneficiary units in the local communities.

Problems for Further Study

An analysis of the questions which were submitted from the floor revealed that delegates had four main educational concerns:

First, there was much inquiry about the benefits and failures of a policy of segregation in the public schools. While Negro teachers may know the background, weaknesses and capabilities of Negro pupils better than white teachers, while it may be bad for Negroes to be subjected to discriminatory acts in mixed schools, and while groups of similar educational achievement may progress more rapidly, it was considered unwise to adopt a policy of segregation because of the double expense to the community, the economic and social disadvantage to the minority group and the general tendency to misunderstanding in both segregated groups.

However, it was considered highly desirable for one or more organizations to continue the study of this most important problem in state policy.

Second, there was much concern over the problem of how more money could be attracted to Negro education everywhere. The work of the philanthropic agencies cannot suffice for what is really the duty of the States. And yet the problem of ignorance is national in scope. So the nation should help provide means for meeting the local situation. The problem as a whole including ways and means for meeting the rather desperate needs should be studied.

Third, problems of educational policy and procedure such as types of courses, integration of elementary high school and college aims so as to produce continual education progress over a period of years. The question of emphasis in training to live and to make a living; to provide education for the masses or a highly selected few and many other phases of educational policy claimed the attention of the delegates. Undoubtedly a great field of research lies ahead of those interested in educating the Negro.

And fourth, considerable concern was expressed in immediate next steps to relieve the discrepancies in Negro and white education. Prejudices, whether reasonable or not, take on the form of facts that have to be faced and where possible utilized for the common good. Delegates wished to know how to form study classes, persuade papers to publish the facts, get the courts to mete out justice equally to white and to Negroes who violate the attendance laws, and how can the Negro schools co-operate more

closely to raise the educational requirements of the race. These and many other problems will call for continued study if sound educational procedure in dealing with Negro schools is to be found.

In analyzing facts, causes, remedies and additional problems, the Conference rendered invaluable aid in a better understanding of Negro education in America.

BULLETIN OF INFORMATION

NATIONAL INTERRACIAL CONFERENCE

Under Auspices of Sixteen National Organizations
Interested and Active in Dealing with Race Problems
Between White and Negro People

I. TIME AND CITY. December 16-19, inclusive, Washington, D. C.

II. PLACES OF MEETINGS. Morning and afternoon sessions in the auditorium of the Department of the Interior, 19th and F Streets, N. W.
Evening sessions in auditorium of the new Medical School of Howard University, 6th and W Streets, N. W.
Both buildings accessible to car lines.

HOURS: Morning sessions, 10:00 o'clock.
Afternoon sessions, 2:30 o'clock.
Evening sessions, 8:00 o'clock.

III. DELEGATES. Three types of delegates will be in attendance - all by special invitation or designation.

1. Delegates officially representing the sixteen sponsoring organizations.
2. Delegates representing national, state and local organizations that have specific interest in the problems before the Conference.
3. Delegates-at-large. Persons who in the judgment of the Executive Committee should be in attendance because of what they will contribute to the Conference and to relating the results of the Conference to race problems in the future.

Only delegates will be admitted to the morning and afternoon sessions.

IV. HOTEL AND MEAL ACCOMMODATIONS.

A local Hospitality Committee in co-operation with a general Committee on arrangements plans to make suitable arrangements for rooms and meals for each delegate. It is, therefore, important that we know in advance each person who plans to attend, unless such person wishes to make his own arrangement independent of the Hospitality Committee.

At noon on Monday, Tuesday and Wednesday delegates will be provided, at their option, with luncheon in the cafeteria of the Department of the Interior. Self-service, nominal charge. This luncheon will be available at 1:15 p.m. each day, and delegates are requested to indicate as they register whether they desire luncheon each day.

V. REGISTRATION.

Registration may be made in advance of the Conference by sending registration fee of $5.00 to George E. Haynes, Executive Secretary, 105 East 22nd Street, New York City, on or before December 12. Any registration not mailed by that date should be made upon arrival at the Conference.

Registration of delegates will be in the Dining Hall Building of Howard University, Sunday evening from 6 to 9 p.m. As admission to the Monday morning session will be limited to delegates, it is important to register and secure identification badge before that session.

VI. CREDENTIALS OF DELEGATES.

It will be necessary only for an officer of an organization sending delegates to write to George E. Haynes, Executive Secretary, 105 East 22nd Street, New York City, giving names and addresses of such delegates, if they have not already done so, - or delegates may bring such a letter of official designation signed by the proper officer of their organization and present it at time of registration. It is very important that the secretary be furnished with full name, address and organization of each delegate.

For delegates-at-large it is important also to have the full name and address with any organizational connection the delegate may have. A registration card will be furnished for this purpose.

VII. MEETINGS OF EXECUTIVE COMMITTEE.

The Executive Committee will meet Monday, Tuesday and Wednesday mornings at 8:30 at breakfast. Any matters upon which their attention is desired should be submitted in writing to the Chairman, Miss Mary van Kleeck, or to the Executive Secretary, for those meetings.

VIII. PUBLICATION OF PROCEEDINGS AND DATA.

Arrangements have been made for stenographic report of the discussions, and the Executive Committee contemplates publication of the important parts of the data collated and the discussion at the Conference, provided, of course, that funds can be secured for this pugpose.

IX. ATTENDANCE AT SESSIONS.

Attendance at morning and afternoon sessions will be limited to delegates. At evening sessions guests will be welcomed by special invitation. Delegates are asked to propose names of persons to be invited to evening sessions.

X. Conference office will be announced at the opening session.

I am very glad that Negro women were included in the discussion today. That does not always happen. While it is true from the census figures of 1910 and 1920 that negro women gainfully employed have decreased 12 per cent in all occupations, no doubt some of that decrease is due to the fact that the negro man is better able to support his family, showing that some progress has been made. We have to take into consideration, however, that the census figures give no data on the number of negro women employed at part-time jobs in homes other than their own, and the number who keep boarders and lodgers.

The present mode of living in apartments has no doubt increased the number of women that have part-time jobs, and the number who keep boarders and lodgers have not been considered by the census bureau as contributing to the family income. Therefore the number of negro women in gainful employment is larger than the census figures would indicate.

This morning's discussion also brought out the fact that negro women have advanced in industry, that they are employed in many more industrial occupations than they were when the last census was taken. While in the tobacco industry negro women have practically not advanced beyond working in the rehandling of tobacco, they have entered and advanced in the garment trades. They are members of the garment unions and as such receive the union scale of wages and work hours prescribed through the trade union contracts.

In 1919 we made our first study of negro women in industry and found deplorable conditions. When we made a second study more than a year later, covering all the same plants and additional ones, we found that the conditions under which the women were working had been materially improved and in so far as the sanitary conditions of employment were concerned they were very much better off, showing conclusively that progress is being made. We must remember, however, that on the whole the negro woman is just entering into industrial pursuits - we might say she is still pioneering, and the pioneering days are always hard. While we find much to encourage us there is much yet to be done.

U. S. DEPARTMENT OF LABOR, WOMEN'S BUREAU, WASHINGTON, D.C.

DATA PUBLISHED ON NEGRO WOMEN IN INDUSTRY

Information in regard to Negro women in industry is contained in the following bulletins giving the findings in surveys made by the United States Women's Bureau in 10 States:

No. 22. Women in Georgia Industries.
No. 26. Women in Arkansas Industries.
No. 29. Women in Kentucky Industries.
No. 32. Women in South Carolina Industries.
No. 34. Women in Alabama Industries.
No. 35. Women in Missouri Industries.
No. 37. Women in New Jersey Industries.
No. 48. Women in Oklahoma Industries.
No. 55. Women in Mississippi Industries.
No. 56. Women in Tennessee Industries.

The data on Negro women published in these bulletins is included in a more complete compilation that has been made and is being used in a bulletin now in preparation for publication. The material that now exists in the published bulletins has, so far as it is in comparable form, been arranged in the following tables:

1. Number of white and Negro women investigated in 9 States, by industry.

2. Week's earnings of white and of Negro women, in 10 States.

3. Year's earnings of white women and of Negro women, in 9 States.

4. Week's earnings of white women and of Negro women, in 3 cities.

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Negro Women
1928

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4-15-29-NM

Table 1. - Number of white and of Negro women investigated in 9 States, by industry 1/ (From bulle

State and year of survey	Total number of women		Number of women in -													
			Stores		Laundries		Manufacturing -									
							Total		Textiles		Tobacco		Wood		Food, including candy and nuts	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
Total	64,165	7,962	11,019	175	2,626	2,861	50,520	4,926	24,904	1,129	4,220	1,790	731	433	3,760	995
Per cent distribution	100.0	100.0	17.2	2.2	4.1	35.9	78.7	61.9								
Georgia.....1920-21	6,666	1,510	1,374	23	110	634	5,182	853	3,791	408	131				411	77
Kentucky.....1921	7,426	1,253	1,015	17	387	76	6,024	1,160	855	4	1,738	1,117	220	5	552	27
South Carolina....1921-22	8,595	611	465	13	26	209	8,104	389	7,497	195	360	193				
Arkansas.....1922	1,793	296	830	18	202	208	761	70					144	66	68	2
Alabama.....1922	4,868	757	974	49	72	417	3,822	291	3,232	244					65	37
Missouri.....1922	15,364	1,536	3,157	13	783	358	11,424	1,165	628	68	1,129	275			1,393	818
Oklahoma.....1924	2/2,675	63	987	3	653	54	1,035	6							407	2
Mississippi.....1925	2,136	535	591	4	64	257	1,481	274	902	74			125	145	37	27
Tennessee.....1925	14,642	1,401	1,626	35	329	648	12,687	718	7.999	136	862	205	242	217	827	5

1/ In order to present comparable material for the 9 States the figures used are taken from the table showing week's ea
2/ Excludes 777 women in telephone exchanges; women in this industry not included in other States.

te and of Negro women investigated in 9 States, by industry 1/ (From bulletins of U. S. Women's Bureau.)

Number of women in -																							
		Manufacturing -																					
Laundries		Total		Textiles		Tobacco		Wood		Food, including candy and nuts		Clothing		Paper products		Printing and publishing		Miscellaneous		Industries having no negroes
White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	
2,626	2,861	50,520	4,926	24,904	1,129	4,220	1,790	731	433	3,760	995	7,134	99	1,298	14	549	16	3,049	450	4,875
4.1	35.9	78.7	61.9						)											
110	634	5,182	853	3,791	408	131				411	77	425	34	96	4			328	330	
387	76	6,024	1,160	855	4	1,738	1,117	220	5	552	27	1,254	5	120	1	84		341	1	860
26	209	8,104	389	7,497	195	360	193									31		216	1	
202	208	761	70					144	66	68	2	294				55		129	2	71
72	417	3,822	291	3,232	244					65	37	359	3			29		137	7	
783	358	11,424	1,165	628	68	1,129	275			1,303	818	2,901	1	937	1			724	2	3,712
653	54	1,035	6							407	2	100				14		341	4	173
64	257	1,481	274	902	74			125	145	37	27	295						122	26	
329	648	12,687	718	7.999	136	862	205	242	217	827	5	1,506	56	145	8	336	16	711	75	59

the 9 States the figures used are taken from the table showing week's earnings by industry.
women in this industry not included in other States.

Table 1.-- Number of white and of Negro women investigated in 9 States, by industry 1/ (From bulle

State and year of survey	Total number of women		Number of women in --												
			Stores		Laundries		Total		Textiles		Tobacco		Wo		
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White		
Total	64,165	7,962	11,019	175	2,626	2,861	50,520	4,926	24,904	1,129	4,220	1,790	731		
Per cent distribution	100.0	100.0	17.2	2.2	4.1	35.9	78.7	61.9							
Georgia 1920-21	6,666	1,510	1,374	23	110	634	5,182	853	3,791	408	131				
Kentucky 1921	7,426	1,253	1,015	17	387	76	6,024	1,160	855	4	1,738	1,117	220		
South Carolina 1921-22	8,595	611	465	13	26	209	8,104	389	7,497	195	360	193			
Arkansas 1922	1,793	296	830	18	202	208	761	70					144		
Alabama 1922	4,868	757	974	49	72	417	3,822	291	3,232	244					
Missouri 1922	15,384	1,536	3,157	13	783	398	11,424	1,165	628	64	1,129	275			
Oklahoma 1924	2/ 2,675	63	987	3	653	54	1,035	6							
Mississippi 1925	2,136	535	591	4	64	257	1,481	274	902	74			125		
Tennessee 1925	14,642	1,401	1,626	35	329	648	12,687	718	7,999	136	862	205	242		

1/ In order to present comparable material for the 9 States the figures used are taken from the table showing week's e
2/ Excludes 777 women in telephone exchanges; women in this industry not included in other States.

ry 1/ (From bulletins of U. S. Women's Bureau.)

of women in —																	
		Manufacturing —															
bacco		Wood		Food, including candy and nuts		Clothing		Paper products		Printing and publishing		Miscellaneous				Industries having no negroes
te	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	
0	1,790	731	433	3,760	995	7,134	99	1,298	14	549	16	3,049	450	4,875		
1				411	77	425	34	96	4			328	330			
8	1,117	280	5	552	27	1,254	5	120	1	84		341	1	860		
0	193									31		216	1			
		144	66	68	2	294				55		129	2	71		
				65	37	359	3			29		137	7			
29	275			1,393	618	2,501	1	937	1			724	2	3,712		
				407	2	100				14		341	4	173		
		125	145	37	27	295						122	26			
62	205	242	217	827	5	1,506	56	145	8	336	16	711	75	59		

showing week's earnings by industry.

Table 2. - Week's earnings of white women and of Negro women in 10 States as shown in bul

Week's earnings	Date of survey and number of women studied in -														
	Georgia 1920-21		Kentucky 1921		South Carolina 1921-22		Arkansas 1922		Alabama 1922		Missouri 1922		New Jersey 1922		Oklaho 1924
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White
Total	6,666	1,510	7,426	1,253	8,595	611	1,793	296	4,868	757	15,364	1,536	13,588	273	1/ 2,675
Median earnings	$12.95	$6.70	$10.75	$8.35	$9.50	$5.80	$11.60	$8.85	$8.80	$6.05	$12.65	$6.00	$15.10	$10.55	$11.95
Under $2	117	62	151	57	334	71	18	8	150	13	222	111	64	8	29
$2 and under $3	115	65	102	44	272	28	18	9	137	34	135	101	48	3	34
$3 and under $4	126	63	116	46	299	20	19	9	207	63	187	169	69	8	31
$4 and under $5	135	126	181	68	358	96	30	12	271	94	243	206	74	3	35
$5 and under $6	185	213	233	92	440	113	49	23	330	162	337	181	106	9	45
$6 and under $7	236	324	432	130	587	128	111	14	418	238	473	135	126	7	82
$7 and under $8	286	197	519	130	740	79	104	46	473	89	653	99	180	18	97
$8 and under $9	348	137	625	176	810	21	142	31	545	29	853	116	276	14	193
$9 and under $10	396	156	742	130	877	30	163	83	491	14	1,007	112	464	41	268
$10 and under $11	499	79	796	118	734	14	188	45	393	7	1,341	113	729	48	347
$11 and under $12	397	19	706	94	672	1	88	8	288	5	1,221	45	842	22	186
$12 and under $13	509	26	599	78	581	5	130	2	304	3	1,533	50	1,134	22	261
$13 and under $14	457	14	385	30	421	3	116	1	136	3	1,094	15	1,168	18	162
$14 and under $15	359	14	351	27	348	1	81		149	2	1,003	24	1,362	12	111
$15 and under $16	396	4	358	12	348		137	3	164	1	1,111	26	1,238	12	170
$16 and under $17	366	9	238	10	204		59		78		885	16	1,253	6	93
$17 and under $18	313		166	11	173		71		66		558	7	1,045	4	88
$18 and under $19	278	1	167		134	1	57	2	64		647	6	869	7	135
$19 and under $20	191	1	97		70		22		28		389	3	579	4	20
$20 and under $21	176		118		69		74		53		386	1	488	2	101
$21 and under $22	130		57		29		12		14		248		372	2	16
$22 and under $23	151		61		31		16		19		195		251	2	27
$23 and under $24	96		42		17		15		6		104		174		17
$24 and under $25	93		23		5		4		3		103		155		7
$25 and under $30	210		106		32		37		52		266		384	1	80
$30 and under $35	62		37		4		18		10		92		101		31
$35 and under $40	24		6		4		10		13		42		28		7
$40 and over	15		12		2		4		6		36		9		2

1/ Excludes 777 women in telephone exchanges; women in this industry not included in other States.

2. - Week's earnings of white women and of Negro women in 10 States as shown in bulletins of U. S. Women's Bureau

Date of survey and number of women studied in -																
	South Carolina 1921-22		Arkansas 1922		Alabama 1922		Missouri 1922		New Jersey 1922		Oklahoma 1924		Mississippi 1925		Tennessee 1925	
ro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
253	8,595	611	1,793	296	4,868	757	15,364	1,536	13,588	273	1/ 2,675	63	2,136	535	14,642	1,401
35	$9.50	$5.80	$11.60	$8.85	$8.80	$6.05	$12.65	$6.00	$15.10	$10.55	$11.95	$8.20	$8.60	$5.75	$11.10	$6.95
57	334	71	18	8	150	13	222	111	64	8	29	2	56	10	266	39
44	272	28	18	9	137	34	135	101	48	3	34		61	14	238	31
46	299	20	19	9	207	63	187	169	69	8	31	1	70	36	299	26
68	358	96	30	12	271	94	243	206	74	3	35		118	96	390	74
92	440	113	49	23	330	162	337	181	106	9	45	1	144	148	520	218
30	587	128	111	14	418	238	473	135	126	7	82	11	198	115	723	333
30	740	79	104	46	473	89	653	99	180	18	97	15	258	48	960	206
76	810	21	142	31	545	29	853	116	276	14	193	7	262	28	1,189	145
30	877	30	163	83	491	14	1,007	112	464	41	268	8	206	24	1,281	116
18	734	14	188	45	393	7	1,341	113	729	48	347	4	158	7	1,345	72
94	672	1	88	8	288	5	1,221	45	842	22	186	5	132	5	1,080	47
78	581	5	130	2	304	3	1,533	50	1,134	22	261	3	116	2	1,276	38
30	421	3	116	1	136	3	1,094	15	1,168	18	162	1	56	1	902	24
27	348	1	81		149	2	1,003	24	1,362	12	111		40	1	745	9
12	348		137	3	164	1	1,111	26	1,238	12	170	3	56		890	6
10	204		59		78		885	16	1,253	6	93		26		576	6
11	173		71		66		558	7	1,045	4	88		33		437	4
	134	1	57	2	64		647	6	869	7	135		23		422	5
	70		22		28		389	3	579	4	20		13		233	1
	69		74		53		386	1	488	2	101		17		249	
	29		12		14		248		372	2	16		17		129	1
	31		16		19		195		251	2	27		8		113	
	17		15		6		104		174		17		19		72	
	5		4		3		103		155		7		5		56	
	32		37		52		266		384	1	80		16		164	
	4		18		10		92		101		31		17		60	
	4		10		13		42		28		7		7		15	
	2		4		6		36		9		2		4		12	

lephone exchanges; women in this industry not included in other States.

5-10-29-NM

Table 3 . - Year's earnings of white women and of Negro women in 9 States as shown i

Year's earnings	Date of survey and number of women studied in -													
	Georgia 1920-21		Kentucky 1921		South Carolina 1921-22		Arkansas 1922		Alabama 1922		Missouri 1922		Oklahoma 1924	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Ne
Total	722	86	667	61	833	41	213	20	961	97	1,972	57	459	
Median year's earnings	$741	$398	$618	$442	$605	$320	$698	$450	$502	$324	$748	$529	$666	$
Under $200			1	4	5	7		2	6	5				
$200 and under $250	5	2	3	1	3	3	2	2	27	8	1	1		
$250 and under $300	3	5	5	3	12	6	1		47	20	9	3		
$300 and under $350	9	17	11	7	14	11	3	1	85	32	11		1	
$350 and under $400	14	20	29	8	53	7	7	2	95	17	39		15	
$400 and under $450	32	11	50	9	61	5	15	3	104	4	45	8	23	
$450 and under $500	36	10	70	8	87		24	4	113	4	74	9	40	
$500 and under $550	50	9	64	4	79		11	6	86	1	103	13	48	
$550 and under $600	49	5	77	2	94		19		74	3	151	10	49	
$600 and under $650	47	2	65	5	79	1	13		70	1	181	6	41	
$650 and under $700	73	2	65	5	80		12		57	2	181	2	38	
$700 and under $750	52	1	51	2	67		18		42		201	1	35	
$750 and under $800	51	2	44	1	50	1	21		36		171	1	31	
$800 and under $850	46		31	2	47		8		29		169	2	23	
$850 and under $900	48		29		30		19		24		152		16	
$900 and under $1,000	78		31		41		10		26		192	1	45	
$1,000 and under $1,100	50		14		16		14		12		139		11	
$1,100 and under $1,200	44		11		7		5		10		61		19	
$1,200 and under $1,400	20		11		6		11		12		68		16	1
$1,400 and over	15		5		2				6		24		8	

1/ $1,200 and over

. - Year's earnings of white women and of Negro women in 9 States as shown in bulletins of U. S. Women's Bureau

of survey and number of women studied in -																
y	South Carolina 1921-22		Arkansas 1922		Alabama 1922		Missouri 1922		Oklahoma 1924		Mississippi 1925		Tennessee 1925	
egro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
61	833	41	213	20	961	97	1,972	57	459	15	330	58	1,054	107
442	$605	$320	$698	$450	$502	$324	$748	$529	$666	$403	$464	$300	$629	$386
4	5	7		2	6	5					5	2		
1	3	3	2	2	27	8	1	1			9	9	1	2
3	12	6	1		47	20	9	3			21	18	5	10
7	14	11	3	1	85	32	11		1		34	19	16	22
8	53	7	7	2	95	17	39		15	4	47	3	42	27
9	61	5	15	3	104	4	45	8	23	5	41	4	64	11
8	87		24	4	113	4	74	9	40		28	2	108	7
4	79		11	6	86	1	103	13	48	3	30		109	8
2	94		19		74	3	151	10	49		14	1	113	8
5	79	1	13		70	1	181	6	41		23		117	4
5	80		12		57	2	181	2	38		15		86	3
2	67		18		42		201	1	35	1	10		80	
1	50	1	21		36		171	1	31		5		76	2
2	47		8		29		169	2	23		7		59	2
	30		19		24		152		16	1	13		47	
	41		10		26		192	1	45		9		59	1
	16		14		12		139		11		6		39	
	7		5		10		61		19		4		15	
	6		11		12		68		16	1/ 1	6		7	
	2				6		24		8		3		11	

1/ $1,200 and over

5-10-29-NM

Table 4. - Week's earnings of white women and of Negro women in 3 cities
(U. S. Women's Bureau bulletins on surveys of Georgia and of Missouri.

Week's earnings	Number of women in - All industries: Atlanta White	Atlanta Negro	Kansas City White	Kansas City Negro	St. Louis White	St. Louis Negro	Stores: Atlanta White	Atlanta Negro	Kansas City White	Kansas City Negro	St. Louis White	St. Louis Negro	Laundries: Atlanta White	Atlanta Negro	Kansas City White	Kansas City Negro
Total	1,414	339	2,438	201	8,522	1,309	662	9	339		2,215	4	63	275	215	184
Median week's earnings	$13.05	$7.15	$13.35	$9.90	$13.50	$5.50	$15.35	(1)	$13.50		$14.15	(1)	$14.70	$6.95	$13.65	$9.85
Under $2	20	4	14	9	105	102	8	1	2		6			2	1	9
$2 and under $3	11	8	22		60	101			1		2		1	4	2	
$3 and under $4	16	3	34	2	71	165	2		1		5	1		2	1	2
$4 and under $5	25	15	34	3	81	201	7		4		12		1	13	3	3
$5 and under $6	24	29	24	4	120	176	6		2		9			26	1	4
$6 and under $7	36	99	40	6	167	125	9		6		37			96	3	6
$7 and under $8	49	87	71	10	213	87	8	1	15		22			85	4	10
$8 and under $9	67	52	88	18	354	98	21	2	7		76		2	27		15
$9 and under $10	95	23	150	54	439	54	27	4	46		98		1	8	7	51
$10 and under $11	124	8	219	44	660	61	53	1	26		173		2	7	15	41
$11 and under $12	103	2	229	16	717	28	32		22		159	1	4	2	28	14
$12 and under $13	133	3	221	14	932	36	67		30		320	2	4	1	32	14
$13 and under $14	109	2	196	4	679	10	42		15		158		10	1	16	2
$14 and under $15	64	3	158	4	656	20	30		27		206		9	1	12	4
$15 and under $16	107	1	201	5	696	20	52		31		196		14		19	1
$16 and under $17	55		151	4	585	12	32		17		148		3		7	4
$17 and under $18	67		91	1	364	6	44		13		99		3		10	1
$18 and under $19	59		130	2	4,200	4	35		17		123		3		18	2
$19 and under $20	27		69	1	268	2	17		15		68				6	1
$20 and under $21	44		70		251	1	28		6		64		4		16	
$21 and under $22	23		53		151		13		7		25				4	
$22 and under $23	26		48		113		16		4		44		1		5	
$23 and under $24	20		18		70		18		3		21					
$24 and under $25	12		22		59		7		4		16				1	
$25 and over	98		85		291		88		18		128		1		4	

1/ Not computed, owing to small number involved.

Table 4. - Week's earnings of white women and of Negro women in 3 cities
(U. S. Women's Bureau bulletins on surveys of Georgia and of Missouri.)

Number of women in -																			
Stores						Laundries						Manufacturing							
St. Louis		Atlanta		Kansas City		St. Louis		Atlanta		Kansas City		St. Louis		Atlanta		Kansas City		St. Louis	
White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
522	1,309	662	9	339		2,215	4	63	275	215	184	306	161	689	55	1,884	17	6,001	1,144
$13.50	$5.50	$15.35	(1)	$13.50		$14.15	(1)	$14.70	$6.95	$13.65	$9.85	$13.60	$9.55	$11.40	$8.55	$13.35	$10.85	$13.25	$5.10
105	102	8	1	2		6			2	1	9		6	12	1	11		99	96
60	101			1		2		1	4	2		1	1	10	4	19		57	100
71	165	2		1		5	1		2	1	2	2	1	14	1	32		64	163
81	201	7		4		12		1	13	3	3	2	2	17	2	27		67	199
120	176	6		2		9			26	1	4	2	3	18	3	21		109	173
167	125	9		6		37			96	3	6	2	5	27	3	31		128	120
213	87	8	1	15		22			85	4	10	5	13	41	1	52		136	74
354	98	21	2	7		76		2	27		15	11	39	44	23	81	3	267	59
439	54	27	4	46		98		1	8	7	51	23	20	67	11	97	3	318	34
660	61	53	1	26		173		2	7	15	41	19	38	69		178	3	468	23
717	28	32		22		159	1	4	2	28	14	34	7	67		179	2	524	20
932	36	67		30		320	2	4	1	32	14	26	15	62	2	159		586	19
679	10	42		15		158		10	1	16	2	44	2	57	1	165	2	477	8
656	20	30		27		206		9	1	12	4	29	6	25	2	119		421	14
696	20	52		31		196		14		19	1	38	1	41	1	151	4	462	19
585	12	32		17		148		3		7	4	27	1	20		127		410	11
364	6	44		13		99		3		10	1	8		20		68		257	6
200	4	35		17		123		3		18	2	12	1	21		95		285	3
268	2	17		15		68				6	1	3		10		48		197	2
251	1	28		6		64		4		16		7		12		48		180	1
151		13		7		25				4		3		10		42		123	
113		16		4		44		1		5				9		39		69	
70		13		3		21						1		2		15		48	
69		7		4		16				1		1		5		17		42	
291		83		18		128		1		4		6		9		63		157	

mber involved.

Negro Women
Decreased 1910
perhaps the 1920
the men are
better employed
part time
work

III EDUCATION
Questions for Discussion

Each delegate is asked to formulate other questions by the data or growing out of experience on this subject, and to send them in writing to the Chairman of Discussion, Miss Mary van Kleeck, 130 East 22nd Street, New York, or to offer them at the Conference in the period of each session which is set aside for questions.

1. What is the significance of the fact that illiteracy among Negroes varies so widely between States, as, for example, from 2.9 per cent in New York to 38.5 per cent in Louisiana, or from 19.1 per cent in Maryland to 31.3 per cent in South Carolina?

2. Are northern schools justified in regarding retardation as evidence of difference in mental ability of Negro children? Is retardation a permanent problem or a temporary indication of imperfect adjustment to new conditions?

They differ do
same but
retarded
more
children

3. As the largest numbers of Negro children to be educated are in states with the smallest health per capita, should we look forward to State action to raise the rate of taxation sufficiently to place Negro education on a parity with white schools, or must we look to Federal aid or philanthropy?

4. What is the effect of the separate school system upon the education of the Negro child?

5. Is it possible that a dual school system involves an excessive burden upon States least able to sustain it, and should not some charges or compensation for this traditional policy be devised?

6. Is it of value to debate further the question of the capacity of the Negro for education?

7. Should the Negro population in States with limited facilities for Negro education be required to supplement these resources through direct taxation?

8. Is it time to consider the development of State universities available to Negroes in the South, corresponding to such institutions as the University of Georgia, or of Tennessee, or of North Carolina?

9. How can the Negro industrial schools serve their highest purpose of preparing Negroes to enter industry in its present state of specialization and mechanizations?

IV INDUSTRY AND AGRICULTURE
Questions for Discussion

Each delegate is asked to formulate other questions by the data or growing out of experience on this subject, and to send them in writing to the Chairman of Discussion, Miss Mary Van Kleeck, 130 East 22nd Street, New York, or to offer them at the Conference in the period of each session which is set aside for questions.

1. Assuming that the concentration of the workers of any group in a limited number of the occupations of their community is an indication of restrictions upon their opportunity, what are the causes of this concentration of Negroes in agriculture, domestic science and the more unskilled tasks of manufacturing? What steps can be taken and are being taken, to widen opportunities?

2. What effect is the mechanization of industry having upon the Negro's industrial opportunity? and the whites also!

3. What significance have mechanization and restricted immigration from vocational and industrial schools for Negroes?

4. What phases of the Negro farmer's plight can be approached without awaiting a solution of the farm problem as it affects both races?

Questions 1 and 2 of great importance to women. The question arises of proofs of capability as a necessary basis for opening opportunity i.e. it is important to assemble the data which are now available.

V RECREATION
Questions For Discussion

Each delegate is asked to formulate other questions suggested by the data or growing out of experience on this subject, and to send them in writing to the Chairman of Discussion, Miss Mary van Kleeck, 130 East 22nd Street, New York, or to offer them at the Conference in the period of each session which is set aside for questions.

1. Is there in northern communities an essential social difference between association of white and Negro children in schools and on playgrounds?

2. What types of recreation facilities should be first considered by responsible agencies?

3. In view of the evident relationship between delinquency and lack of adequate (and in some instances any) facilities, what can be done to make them available?

4. How may the character of commercial amusements for Negroes be improved?

5. Is it within the province of social organizations to urge that comfortable accommodations be provided for Negroes in theatres?

6. Is it feasible to encourage philanthropic aid for Negro recreation, in communities where there is indifference or inability, similar to the aid rendered in the field of education?

7. To that extent can the Young Men's and young Women's Associations with proper support, meet their recreation needs?

8. How can small communities be provided most satisfactorily with facilities, and what should be provided?

VI HOUSING
Questions for Discussion

Each delegate is asked to formulate other questions suggested by the data or growing out of experience on this subject, and to send them in writing to the Chairman of Discussion, Miss Mary van Kleeck, 130 East 22nd Street, New York; or to offer them at the Conference in the period of each session which is set aside for questions.

1. To what extent is Negro segregation in housing a racial and to what extent an economic problem?

2. Can the common residence areas inherited by Negroes be satisfactorily reclaimed, or should housing efforts be directed to new developments?

3. Can rent "exploitations" be controlled or should this difference in housing cost for Negroes be expected as a condition of admission to new areas?

4. Do Negroes depreciate property values?

5. Should restrictive compacts be formally opposed?

6. Is the problem of financing home buying by Negroes more serious than for other groups, and what type of aid, if any, is required?

7. Can more municipal attention to Negro communities (beyond condemnation proceedings) be secured?

8. What can social agencies do to improve housing conditions among Negroes?

4-11-29-NM

NEGRO WOMEN IN INDUSTRY.

FROM A STUDY OF 15 STATES BY THE U. S. WOMEN'S BUREAU

The Women's Bureau of the United States Department of Labor has made industrial surveys of 15 States in which Negro women were found. The States included, the years of their survey, and the numbers in manufacturing and general mercantile establishments are as follows:

Alabama, 1922 - 167	Mississippi, 1925 - 246
Arkansas, 1922 - 76	Missouri, 1922 - 1,154
Georgia, 1920 and 1921 -931	New Jersey, 1922 - 121
Illinois, 1924 - 1,533	Ohio, 1922 - 697
Indiana, 1918 - 64	South Carolina, 1921 - 22 - 268
Iowa, 1920 - 18	Tennessee, 1925 - 674
Kansas, 1920 - 176	Virginia, 1919-20 - 5,032
Kentucky, 1921 - 1,127	

Similar methods were employed in all the State studies. Definite information as to numbers of employees and their hours, together with facts concerning conditions under which they worked, was scheduled by investigators, who secured the data from interviews with employers and managers, from time-book records of the number of hours worked, and from personal inspection of the plants. In order to obtain exact information, the investigators copied direct from the written records of the firm data on the actual time worked and on the amounts received. Attempts were made to obtain records for a week in the same month in all establishments visited in a State. Another week was chosen at the suggestion of the firm, however, in cases where plants had been running slack or where time records were not available. Every effort was made to obtain records for a week in which there was no holidays or shutdowns and no unusual situations affecting hours or earnings.

Employees were asked to furnish information as to age, nativity, experience in the trade, and marital status. In some cases this was supplemented by facts obtained from home visits.

While the methods used were similar, the study in each State formed an independent unit. The combined data in regard to Negro women in all of the States included form a fairly representative picture in respect to hours of labor, to extent of timework and piecework and to personal facts such as age, time in the trade, and marital status, since little variation occurs in these during a period of several years. In respect to earnings, however, since account would have to be taken of the industrial fluctuations occurring during the length of time over which the various State studies extended, the figures must take account of the year, and the data taken in different States often cannot be compared.

The 15 State studies included 17,134 Negro women in 682 establishments. Of this number, 4,850 in 370 plants have not been tabulated, since the interest of the present study centers in the Negro women in the newer manufacturing pursuits, while those excluded were known to be engaged in occupations that have been considered customary for Negro women, such as sweeping and cleaning, or they were in laundries, hotels or restaurants. Of the number remaining, 12,123 were in 251 manufacturing plants, and 161 were in 61 general mercantile establishments. It is probably that not quite all of the women in the more traditional types of work have been excluded, since some whose occupations were not reported are likely to have been sweepers or cleaners, as may also have been some whose departments were reported but whose exact occupations were not specified; but if the duties of these few were not especially unusual, at least the scene of their labors

had been shifted into the manufacturing world. Most of those in stores were maids, as were also a very few in certain miscellaneous industries. The 12,123 in manufacturing for whom reports were obtained constitute a fair sample, 11.5 per cent, of the 104,983 Negro women that the 1920 census records in manufacturing and mechanical industries, and, if exact occupations could be analyzed the census numbers would include some of the sweepers and cleaners who have been omitted from the present study. The main facts in regard to the industrial situation of the women studied are given in the following summary.

4-11-29-NM

SUMMARY OF OUTSTANDING FACTS

I. Scope of survey -

Number of States studies	15
Number of establishments visited	682
Number of Negro women employed	17,134
Number of these establishments which were in manufacturing and mercantile industries	312
Number of Negro women employed in these, exclusive of those known to be sweepers or cleaners	12,284
Number of these who were in manufacturing plants	12,123
Number in general mercantile establishments	161

II. Industries included -

Clothing - States, 6; establishments 6; women	123
Drugs and chemicals - States, 4; establishments 8; women	55
Food products:	
Bakery - States, 3; establishments 7; women	36
Candy - States, 6; establishments 10; women	205
Canning and preserving - States, 4; establishments 6; women	164
Slaughtering and meat packing - States, 3; establishments 9; women	880
Nuts - States, 2; establishments 6; women	1,017
Other food - States, 4; establishments 7; women	84
Glass - States, 5; establishments 5; women	298
House furnishings - States, 2; establishments 6; women	341
Metal products - States, 3; establishments 4; women	78
Paper and paper products:	
Paper - States, 2; establishments 2; women	74
Paper box - States, 2; establishments 3; women	19
Textiles:	
Bags - States, 4; establishments 7; women	296
Cordage and twine - States, 3; establishments 5; women	95
Cotton yard goods - States, 6; establishments 25; women	288
Hosiery and knit goods - States, 6; establishments 7; women	327
Waste - States, 2; establishments 2; women	116
Yarn - States, 2; establishments 3; women	23
Other textiles - States, 2; establishments 3; women	31
Tobacco and tobacco products:	
Cigars - States, 6; establishments 15; women	616
Tobacco - States, 6; establishments 49; women	5,795
Wood products:	
Boxes and crates - States, 5; establishments 12; women	332
Furniture - States, 3; establishments 5; women	187
Lumber and veneer - States, 4; establishments 6; women	55
Other wood - States, 6; establishments 9; women	406

Miscellaneous manufacturing:

Electrical supplies - States, 1; establishments 1; women	50
Glue - States, 1; establishments 1; women	13
Leather - States, 1; establishments 1; women	1
Millinery - States, 1; establishments 2; women	2
Printing and publishing - States, 1; establishments 1; women	17
Rags - States, 1; establishments 1; women	10
Rubber - States, 1; establishments 1; women	2
Scientific instruments - States, 1; establishments 1; women	29
Toilet goods - States, 1; establishments 2; women	53
Other - States, 3; establishments 3; women	5

General mercantile - States, 12; establishments 61; women..... 161

III. Hours -

1. Daily hours -

a. Daily hours scheduled for 11,923 women in 304 establishments in 15 States-

8 or less	13.6 per cent
Over 8 and under 9	7.3 per cent
9 and under 10	39.4 per cent
10 and under 12	36.8 per cent
12 hours	3.1 per cent

b. Industries in which specified scheduled hours prevailed -

8 or less -	Glass - 72.6 per cent of 215
	General mercantile - 55.3 per cent of 161
8 -	Metal products - 69.2 per cent of 78
	Slaughtering and meat packing - 98.9 per cent of 880
Over 8 and under 9 -	House furnishings - 85.9 per cent of 341
9 and under 10	Bags - 75.3 per cent of 288
	Clothing - 79.7 per cent of 123
	Cigars - 47.8 per cent of 613
	Nuts - 68.6 per cent of 1,017
	Paper and paper products - 73.1 per cent of 93
10 and under 12 -	Cotton yard goods - 96.4 per cent of 277
	Hosiery and knit goods - 35.8 per cent of 327
	Tobacco - 53 per cent of 5,616
	Waste - 81 per cent of 116
	Wood products, major (boxes, furniture, and lumber and veneer) - 87.2 per cent of 564

Candy 70 per cent of 180

2. Weekly hours -

a. Weekly hours scheduled for 11,921 women in 303 establishments in 15 States -

48 hours or less	16.7 per cent
Over 48 and under 55	44.3 per cent
55 and under 60	33.0 per cent
60 or over	6.0 per cent

2. Weekly hours (cont'd)

b. Industries in which specified scheduled hours prevailed -

48 or less - Cigars - 36.5 per cent of 613
Glass - 72.6 per cent of 215
Metal products - 69.2 per cent of 78
Slaughtering and meat packing - 98.9 per cent of 880

Over 48 and under 55 - Bags - 75 per cent of 288
Clothing - 79.7 per cent of 123
Candy - 70 per cent of 180
House furnishings - 97.4 per cent of 341
Nuts - 68.6 per cent of 1,017
Paper and paper products - 73.1 per cent of 93
General mercantile - 68.3 per cent of 161

55 and under 60 - Cotton yard goods - 70.4 per cent of 277
Hosiery and knit goods - 61.2 per cent of 327
Tobacco - 49.8 per cent of 5,616
Wood products, major (boxes, furniture, and lumber and veneer) - 76.2 per cent of 564

60 and over - Waste - 81 per cent of 116

IV. Extent of timework and piecework -

1. Number for whom it could be ascertained whether they were timeworkers or pieceworkers.....6,428

Time workers.....41.7 per cent
Pieceworkers.....56.7 per cent
Workers on both time and piece..... 1.6 per cent

2. Chief industries, with system prevailing -

a. Timework:

General mercantile.....100.0 per cent
Glass..... 99.3 per cent of 152
Slaughtering and meat packing..... 94.5 per cent of 696
Drugs and chemicals..... 83.3 per cent of 54
Cotton yard goods ..... 68.4 per cent of 136
Wood products, major (boxes, furniture, and lumber and veneer)..... 65.8 per cent of 491
Bags..... 59.7 per cent of 288
Waste..... 54.3 per cent of 116

b. Piecework:

Nuts.....100.0 per cent
Paper and paper products..... 95.9 per cent of 74
House furnishings..... 91.0 per cent of 335
Metal products.....89.6 per cent of 77
Candy.....83.9 per cent of 31
Canning and preserving.....74.8 per cent of 151
Hosiery and knit goods.....74.3 per cent of 202
Clothing.....73.5 per cent of 102
Tobacco.....73.5 per cent of 1,338
Cordage and twine.....73.1 per cent of 93
Cigars.....72.8 per cent of 464

V. Earnings -

1. Week's earnings -

a. Median earnings of 5,558 women in 209 establishments in 11 States -

1920, summer - Kansas 1/ - 12 establishments, 168 women.....$19.50
1920 and 21 - Georgia - 26 establishments, 931 women..... 6.10
1921 - October, November - Kentucky - 18 establishments, 1,126 women..... 8.35
1921-22 -November, December, January, - South Carolina - 12 establishments, 268 women..... 5.25
1922 - February - Alabama - 26 establishments, 155 women..... 6.20
February - Arkansas - 11 establishments, 76 women..... 5.05
April - Missouri - 17 establishments, 1,154 women..... 5.10
September, New Jersey - 13 establishments, 121 women.....11.30
September - Ohio - 16 establishments, 652 women..... 8.65
1925 - January - Mississippi - 12 establishments, 243 women..... 5.70
February - Tennessee - 46 establishments, 664 women..... 7.55

b. Industries with highest and lowest median week's earnings -

1920 - High - General mercantile - 8 in 7 establishments.....$20.50
Low - Slaughtering and meat packing - 157 in 4 establishments...19.70
1920 and 21 - High - Food - Sugar - 48 in 1 establishment.....10.35
Low - Clothing - 33 in 1 establishment..... 3.85
1921 - High - General mercantile - 7 in 2 establishments..... 9.25
Low - Tobacco - 1,086 in 10 establishments..... 8.30
1921 - 22 - High - General mercantile - 10 in 2 establishments10.25
Low - Cigars - 192 in 2 establishments..... 4.80
1922 - High - Scientific instruments - 29 in 1 establishment 13.65
Low - Lumber and veneer - 20 and 2 establishments..... 3.00
1925 - High - Paper box - 8 in 1 establishment.....10.50
Low - Boxes and crates - 137 in 3 establishments..... 5.55
Hosiery and knit goods - 43 in 1 establishment.. 5.55

c. Occupations with highest and lowest median week's earnings -

1920 - High - Sausage makers and stuffers - 6 in 2 establishments. $22.35
Low - Chicken pickers - 11 in 2 establishments..... 7.75
1920 and 21 - High - Oyster shuckers - 17 in 1 establishment... 11.50
Low - Clothing machine operators - 28 in 1 establishment... 3.80
1921 - High - Tobacco feeders - 20 in 3 establishments..... 14.00
Low - Tobacco pickers - 7 in 1 establishment..... 7.30
1921 - 22 - High - General mercantile - alterations - 9 in 1 establishment..... 10.15
Low - Tobacco bunchers - 16 in 1 establishment... 1.85
1922 - High - Tobacco leaf shakers, 5 in 1 establishment..... 15.25
Low - Lumber and veneer, pullers, 5 in 1 establishment 1.60
1925 - High - Tobacco twisters - 48 in 1 establishment..... 12.60
Low - Boxes and crates, staple girl - 5 in 1 establishment 3.75

1/ The unusually high median in Kansas is caused by the high payments in slaughtering and meat packing, the industry in which 93.5 per cent of the Negro women whose earnings were reported in that State, were found. These high amounts followed the award of the United States Arbitrator for Labor disputes in that industry. See U. S. Department of Labor, Bureau of of Labor Statistics. Monthly Labor Review, July 1920, pp. 101 ff, for an article based on seven pamphlets issued by the United States Administration for adjustment of labor questions arising in certain packing-house industries, by Samuel Alschuler, U. S. Administrator. Findings and awards.

4-13-29-NM

V. Earnings (cont'd) -

2. Week's earnings and weekly rates -

a. Week's earnings of 1,689 women in 154 establishments in 10 States fell below weekly rates by the following proportions:

Alabama	8.8 per cent	Missouri	12.0 per cent
Arkansas	13.0 per cent	New Jersey	3.5 per cent
Georgia	13.5 per cent	Ohio	16.2 per cent
Kentucky	9.1 per cent	South Carolina	6.9 per cent
Mississippi	7.0 per cent	Tennessee	7.3 per cent

b. Industries in which earnings fell below or exceeded in the greatest degree the median in the State in which they were found -

Exceeding median in State -

General mercantile - of 8 women in 5 establishments, 75.4 per cent above

General mercantile - of 10 women in 2 establishments, 69.4 per cent above

Furniture - of 20 women in 1 establishment, 47.7 per cent above

Cotton yard goods - of 14 women in 5 establishments, 43.4 per cent above

Other textiles - of 27 women in 2 establishments, 43.4 per cent above

Lumber and veneer - of 6 women in 1 establishment, 39.3 per cent above

Falling below median in State -

Canning and preserving - of 7 women in 1 establishment, 53.3 per cent below

General mercantile - of 8 women in 6 establishments, 45.2 per cent below

Waste - of 41 women in 1 establishment, 29.5 per cent below

Bags - of 101 women in 1 establishment, 24.6 per cent below

"Other wood" - of 30 women in 3 establishments, 22.9 per cent below

Bags - of 44 women in 3 establishments, 21 per cent below

Furniture - of 58 women in 3 establishments, 20.3 per cent below

3. Week's earnings of timeworkers, and of pieceworkers in the same occupation at the same time, including reports on 1,743 women in 10 States -

a. Timeworkers' highest earnings -

Tobacco, stemmers (1922)	8	timeworkers, median	$12.50
	137	pieceworkers, median	5.30
stemmers (1921)	27	timeworkers, median	12.10
	547	pieceworkers, median	6.75
Cigars, stemmers (1922)	11	timeworkers, median	10.20
	22	pieceworkers, median	10.35
Bags, turners (1925)	6	timeworkers, median	9.15
	25	pieceworkers, median	5.15

b. Pieceworkers' highest earnings -

Furniture, assemblers (1925) -	34 pieceworkers, median	$11.20
	3 timeworkers, range	$1.15 to 6.88
Bags, patchers, sewers, menders (1922) -	16 pieceworkers, median	11.00
	4 timeworkers, range	$7.00 to 10.10
Cigars, stemmers (1922) -	22 pieceworkers, median	10.35
	11 timeworkers, median	10.20
Boxes and crates, machine operators (1925) -	5 pieceworkers, median	9.85
	3 timeworkers, range	$5.62 to 6.87

4. Year's earnings -

a. Median earnings of 336 women in 56 establishments in 9 States -

1920 -	Kansas - 5 establishments, 108 women	$860
1920 and 21 -	Georgia, 11 establishments, 44 women	414
1921 -	Kentucky - 6 establishments, 26 women	500
1921 - 22	South Carolina - 4 establishments, 18 women	270
1922 -	Alabama - 6 establishments, 20 women	290
	Missouri - 4 establishments, 16 women	500
	Ohio - 6 establishments, 48 women	450
1925 -	Mississippi - 5 establishments, 24 women	288
	Tennessee - 9 establishments, 32 women	450

b. Highest and lowest median year's earnings in chief industries -

1920 and 21 -	High -	"Other wood" - 14 in 1 establishment	$425
	Low -	Boxes and crates - 5 in 2 establishments	310
1921 -		Tobacco 1/25 in 5 establishments	488
1921-22 -		Cigars 1/ 13 in 1 establishment	263
1922 -	High -	Bags - 6 in 2 establishments	621
	Low -	Cotton yard goods - 14 in 4 establishments	275
1925 -	High -	Furniture - 13 in 3 establishments	483
	Low -	Candy - 5 in 1 establishment	232

c. Occupations with highest and lowest individual year's earnings, or medians where ascertainable -

1920 -	High -	Slaughtering and meat packing, casing, and chitterling workers, 40 in 2 establishments, median	$882
	Low -	General mercanitle, 1 stock girl	421
1920 and 21 -	High -	"Other wood," 1 sorter	702
	Low -	Boxes and crates, 1 puller	252
1921 -	High -	Canning and preserving, 1 cook	659
	Low -	Tobacco, 19 stemmers, strippers, in 4 establishments, median	563
1921-22 -	High -	General mercantile, 1 alteration worker	608
	Low -	Cigars, 9 stemmers and strippers in 1 establishment, median	168
1922 -	High -	Bags, 1 patcher, sewer, mender	895
	Low -	Cotton yard goods, 1 roving hauler	172
1925 -	High -	Tobacco, 5 twisters in 1 establishment, median	725
	Low -	Candy, 5 wrappers in 1 establishment, median	232

1/ Only industry for which year's earnings were reported during this period.

VI. The workers -

1. Ages of 3,150 women in 12 States -

Under 20 years.....13.1 per cent
20 and under 30 years.....42.7 per cent
30 and under 40 years.....25.7 per cent
40 and under 50 years.....12.7 per cent
50 and under 60 years..... 4.3 per cent
60 years and over..... 1.5 per cent

2. Marital status of 3,048 women in 12 States -

Single.....30.2 per cent
Married.....39.9 per cent
Widowed, separated, or divorced...29.8 per cent

3. Time in the trade -

a. Time 2,787 women in 143 establishments in 12 States had been in their trades -

Under 1 year.....21.9 per cent
1 and under 5 years.....49.0 per cent
5 and under 10 years.....17.7 per cent
10 years or over.....11.4 per cent

b. Time in the trade in chief industries in which Negro women were employed -

Under 1 year.....Nuts - 39.6 per cent of 444
1 and under 5 years..Slaughtering and meat packing - 69 per cent of 355
Textile industries - 55.2 per cent of 221
Wood products - 47.6 per cent of 368
5 years or over..... Tobacco products - 50.7 per cent of 834

May 31, 1927

Miss Annetta Dieckmann
Chicago Office

My dear Miss Dieckmann:

The last meeting of the Council on Colored Work was given over to a discussion with Miss Van Kleeck of studies that should be made in preparation for a conference of some seventeen organizations, having both colored and white membership, to be held some time in an undated future. The nearest approach to the setting of a date has been the decision that it shall be held one year after the preliminary research projects are under way.

One of the questions brought by Mrs. Penn, (I was away at this time, but had conferred with her beforehand) was the need for the kind of data given in the Negro Women in Industry to be brought up to date. This suggestion was accepted as one of the valuable pieces of research that could be used at such a conference if we could get the Women's Bureau itself to do it. Miss Van Kleeck's committee plans to do as little in research as possible, to confine itself either to collecting the material already on hand or to push other organizations to make special studies. The Council on Colored Work referred this question back to the Industrial Department to make a formal request of the Women's Bureau.

Mrs. Sexsmith and I would be grateful if Mrs. Penn, Mrs. Best and you would be willing to outline some of the points you wish covered and be the committee with which the Women's Bureau would work. All that has been done so far is to send a formal request to Mary Anderson that a study of Negro Women in Industry be made and an offer to send her later more detailed request about the points to be covered if the Women's Bureau finds it can make such a study.

I shall send you a copy of the minutes of that meeting of the Council on Colored Work as soon as they come, so that you may have the whole picture. I am sorry I did not know long enough in advance about the plans for this meeting to have consulted with you about special topics we want studied. There is still time, however, to make further suggestions.

Sincerely yours,

Lucy P. Carner
Executive
Industrial Department

LPC:MS

Negro Study 1928. (409 Hotel Ed.)

June 7, 1927

Miss Lucy P. Carner, Executive,
Industrial Department,
National Board of the Y. W. C. A.,
600 Lexington Avenue,
New York, N. Y.

My dear Miss Carner:

I have your letter of June 1st, in regard to an investigation of negro women in industry.

We are planning at this time to make a study of the women in laundries and inasmuch as negro women are employed in this industry more perhaps than in other industrial pursuits and also because we have never had a comprehensive study of women in laundries, this investigation ought to fit in with your plans.

The former study which we made was largely of negro women in the tobacco industry and we know that they are doing the same operations, namely, the re-handling of tobacco. We know that wages are low, working conditions poor, and that the white women are working in the factories where cigars and cigarettes are made. There is a clear division between the occupations of the white and colored in this industry.

The lamp shade industry in Chicago, where the colored women are working, has as you know been surveyed by the University of Chicago. Where the colored women are working in the garment trade, where the union is strong, they belong to the union so that it seems to me that one of the largest groups of colored women will be found in the laundry industry.

I am trying also to figure out how it will be possible for us to employ a colored woman as we did before to do home visiting among the colored. If we could possibly do this, that is if our appropriation will permit us to employ an extra person, I wonder if Mrs. Penn would be available. We were so pleased with her before and she did such good, intelligent work. We would like very much to get her again. Although she is not on the Civil Service list, it would be possible for us to employ her from three to six months on a special piece of work.

I should like very much to have you submit the points that you would like to see covered in such a study.

With best wishes,

Very sincerely yours,

Mary Anderson, Director.

MA:IH

National Board
of the
Young Womens Christian Associations
of the United States of America
600 Lexington Avenue
New York, N.Y.

Telephone: Plaza 4700
Cable Address: Emissarius, New York

June 1, 1927

Miss Mary Anderson
Women's Bureau
United States Department of Labor
Washington, D.C.

My dear Miss Anderson:

Doubtless many of us who look to the Women's Bureau to keep us posted on newer developments among women in industry have wished that the bulletin on Negro Women in Industry might be brought up to date.

This need was definitely voiced at a meeting a short time ago in which the Council on Colored Work of the National Board discussed with Miss Van Kleeck, chairman of the committee of arrangements for a proposed interracial conference, research projects we should like to see undertaken in preparation for that conference. Among the projects submitted was a study of negro women in industry similar to the study made in 1920 by Emma Shields. This request was referred by the Council to the industrial committee and at the meeting of the committee on May twenty-sixth the recommendation was adopted that we request the Women's Bureau to make a study again of Negro Women in Industry.

If the Women's Bureau is able to grant this request, we should be glad to submit more in detail some of the points we should hope to see covered in such a study.

Sincerely yours,

Lucy P. Carner

Lucy P. Carner
Executive
Industrial Department

LPC:VS

June 6, 1927

Miss Lucy P. Carner, Executive,
Industrial Department,
National Board of the Y. W. C. A.,
600 Lexington Avenue,
New York, N. Y.

My dear Miss Carner:

Your two letters came and of course I would be glad to do whatever I could to help. However, the decision is for Miss Anderson to make and I have turned your letters over to her and she will let you know to what extent this Bureau is already tied up and what is possible.

I will try to be at the September meeting but that also depends on the work of the Bureau.

Sincerely yours,

Ethel L. Best,
Industrial Supervisor.

ELB:IH

(Dictated by Mrs. Best,
but transcribed and
mailed in her absence.)

National Board
of the
Young Womens Christian Associations
of the United States of America

600 Lexington Avenue
New York, N. Y.

Telephone: Plaza 4700
Cable Address: Emissarius, New York

May 31, 1927

Mrs. Ethel Best
Women's Bureau
United States Department of Labor
Washington, D. C.

My dear Mrs. Best:

I wanted you, as a member of our committee, to know that we are sending to Miss Anderson a request that the Women's Bureau undertake a study of the Negro Women in Industry with a view to bringing up to date much the same type of matter contained in the original bulletin on that subject.

We are making this request because the request was referred back to us from the Council on Colored Work. That Council had had a meeting with Miss Van Kleeck ~~with a view~~ to outline some of the problems on the interracial field that should be studied in preparation for a country conference of some seventeen organizations ~~to be called some time in the future~~ having an inter-racial constituency.

Mrs. Sexsmith and I will be glad if you, Miss Dieckmann and Mrs. Penn would serve as a sub-committee to work out further details of the points we should like to see covered in such a study for submission to the Women's Bureau if Miss Anderson thinks the study can be undertaken. Mrs. Penn, (the former Emma Shields, as you probably know) has consented to act as a chairman of this sub-committee. If you are going to be in New York within the next few weeks, I hope you will have time for Mrs. Penn to consult with you about this matter.

We missed you at our meeting last Thursday, but understood thoroughly your reason for not being there. May we commandeer you now for the first meeting in the fall, an all-day meeting on September twenty-ninth, the annual meeting of the department?

Cordially yours,

Lucy P. Carner

Lucy P. Carner
Executive
Industrial Department

LPC:VI

P.S. Please pardon the mistakes!

409
Natl Bd

Cleveland, Ohio,
Dec. 29th, 1927.

Miss Annetta M. Dieckmann,
Industrial Sec'y, Y.W.C.A.
600 Lexington Ave. N.Y.C.

My dear Miss Dieckmann,

Your letter of the 20th with the enclosure of the copy of a letter sent to Miss Anderson was received a few days ago. I waited to answer it because I wanted a littel time to think over your letter to Miss Anderson. But after all my opinions and re-action to that should be for Miss Anderson and I am pretty sure that in so far as the technical side of any study is concerned Miss Anderson and I are never very far apart. As to the request that I should use my help in ge getting a study of negro women in insudtry made by theBureau, I must be quite honest and say that if Miss Anderson aske my advice I would advice against it at the present time.

From my experience throughout the country in the past nine years I should say that the number of women in industry is comparatively very small and not increasing in anything but the laundry industry. As your know we are at present making a study of that industry and I think that many interesting facts in regard to Negro women will appear when our facts are compiled. In the work histories which we are getting, we very rarely find that the Negro workers have worked in any factory. Usually her previous experience has been in domestic seryice or in restaurants. In all our State studies we include factories where Negro women work and are in fact especially anxious to include them because of their rarity. It might be interesting to have your local Y.W. industrial secretaries check up this and see how many plants, exclusive of laundries and restaurants, they can find in their own communities which employ Negro women.

I am sorry that I am not more in sympathy with the study you want but it seems to me that there are so many more improtant things to be looked into, many of them conditions which affect the Negro women worker in laundries and restaurants, than a study which affects such a very small and scattered group of women as the Negro women in industry.

Sincerely yours,

Indust ial Supervisor.

Copy for Mrs. Burt.

December 31, 1927

Miss Annette Dieckmann,
Industrial Secretary,
National Board of the Y. W. C. A.,
600 Lexington Avenue,
New York, N. Y.

My dear Miss Dieckmann:

I have your letter of December 19th and I have waited to answer it because I have not had time to digest its contents because of the many organizations meeting here between the holidays.

I feel that we can better serve the negro woman working in industrial pursuits by making the study we are now engaged in, of the conditions of employment and economic status of women laundry workers. We are also contemplating a study of women in the packing house industry which will take in a number of the negro women.

Also, I doubt very much that with the present program we can undertake such a study for sometime, at least it will not be possible to fit it in this year or next. There are so many demands upon our small resources and our limited personnel that we should make a study of industry rather than of race, particularly when the two races are employed in the industry. We have before us several requests for State studies as well as these one-industry studies.

I shall keep your request in mind, however, and it may be that we can fit it in our plans at some future time. I suppose you know of our cooperation with the industrial club in Richmond. We are trying this out to see how far the members will cooperate with us in giving us information. Perhaps we can plan other studies in other parts in cooperation with the industrial assemblies if this one is a success.

With best wishes for a happy New Year,

Very sincerely yours,

Mary Anderson, Director.

MA:IH

COPY FOR MRS. BEST

January 18, 1928

Miss Annetta Dieckmann, Industrial Secretary,
National Board of the Y. W. C. A.,
203 N. Wabash Avenue,
Chicago, Illinois.

My dear Miss Dieckmann:

Your letter of January 11th is at hand and I, too, am sorry that our resources are so limited that we can not undertake all the studies which we should like to make. We are, however, going over our State reports and separating the material collected in the nineteen States in which we have made surveys. We are just now tabulating the information on colored women. This information, together with our laundry study and our study of packing houses, will give you some material in regard to negro women.

In regard to the report cards for the Industrial Club in Richmond, the girls in Richmond found it impossible to make the production study which Miss Smith recommended. They did not feel that they had employers whom they could approach and feel would cooperate with them. They knew, of course, that they could not get adequate records unless this cooperation was given. Besides, a study of production records is one of the hardest kind to make because occupations must be very carefully selected and records taken over a long-hour period and a short-hour period. In order to get this you can readily see that it is essential that the employer cooperate. Also, unless th is the identical process and mill and there is no change in the method of production, production records would not mean very much in regard to hours.

The study in Richmond was not proposed by us. We were asked to cooperate with the Industrial Club in Richmond in making this study but it will mean very little unless the girls keep faithful records. The value of this study to the girls themselves is educational, teaching them how to keep records, and we hope they will also learn how to use the facts collected. To the Women's Bureau, this study means additional information on working women's problems and we expect to place this information in

in the hands of the public and interested persons so that it can be used to better working conditions for women. We feel, however, that it depends entirely upon the girls keeping their records faithfully whether the study will be useful or not. So far, I think Miss Jessie Smith is having rather a hard time to make the study go.

Very sincerely yours,

Mary Anderson, Director.

MA:IH

Y FOR MRS. BEST

NATIONAL BOARD
OF THE
YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS
OF THE UNITED STATES OF AMERICA

600 Lexington Avenue, New York, N. J.

Chicago Office: 203 North Wabash Avenue.

January 11, 1928

Miss Mary Anderson,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

My dear Miss Anderson:

Thank you for your letter of December 31. I am sorry that your resources are so limited that you can not undertake the study of Negro women in industry at this time but I can well appreciate that such would be the case. Will the study of the laundry industry be in such form that its findings will be available for the National Inter-racial Conference whose dates have been tentatively set for November 18-21? I still feel that it is very important to feed into that conference whatever information we can get concerning the position of Negro women in industry.

I have just recently received a copy of the blanks which are being used in Richmond and am not yet quite clear what the purpose of this study is. Miss Ethel Smith recommended a study of production records in order to ascertain whether the shorter work day is economically efficient when automatic machinery is being used. Miss Jessie Smith says that you told her that production records would not be worth keeping unless they were kept with the cooperation of the management and for some reason apparently such cooperation could not be obtained in Richmond. Is the study which is now being made similar to the study of the lost time in the cotton mills which was made by the Bureau a couple of years ago? There is considerable interest in a few places in keeping any records which will throw light upon our industrial problems and the way in which women workers can meet those problems. We want to be quite clear, however, regarding the objective of such record keeping. Can you give me this information concerning the Richmond work or can you tell me from whom I could get it?

Sincerely yours,

(Signed) Annetta Dieckmann,

AD*SPM

Industrial Secretary.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

Los Angeles, Cal.
Jan. 23rd, 1928.

Miss Annetta Dieckmann, Indus. Sec'y.
Nat. Y.W.C.A.
600 Lexington Ave. New York City.

My dear Miss Dieckmann,

Your letter reached me just before, or rather just as I was leaving, and I think that I did understand to some extent why you wanted the survey of Negro women in industry but I still feel that in our surveys, both of states and industries, we get the information you want and probably in truer relation to the industrial whole than if we covered Negro women only. As to their entrance into skilled positions that would also show in our surveys and I rather think the information would be cheifly negative.

I saw Miss Blum when I was in Detroit but her plant at that time was not running and we both agree that when work is as slack and irregular as it has been in her plant for the last few years, any figures on production would be of little value.

National Board
of the
Young Womens Christian Associations
of the United States of America
600 Lexington Avenue, New York, N. Y.
Chicago Office: 203 North Wabash Avenue
Telephones: State 8874-5

January 11, 1928

Mrs. Ethel L. Best
Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Mrs. Best:

Thank you for your letter of December 31 which reached me in the same mail as one from Miss Anderson. Miss Anderson says that the limited resources and personnel of the Bureau makes it impossible for the study of Negro women in industry to be undertaken at this time. We must regret the necessity for such a decision and do what we can in the long run to increase the resources of the Bureau. I am hoping that the report of the study of the laundry workers may be available before the National Interracial Conference whose dates have been tentatively set for November 18-21, for I think it will be a great pity if the Negro problem is considered by that conference without all the information possible on the status of Negro women workers.

I judge from your letter, however, that my previous letter did not make sufficiently clear the reasons for our request for such a study. We have checked up the employment of Negro women in industry in many communities again and again and I know that you are quite right in saying that the number so employed is comparatively small. I believe that you are also probably right in believing that the number is not increasing at present. Such employment is concentrated in certain centers and we hoped to have a study of the Women's Bureau concentrated on the industrial centers where Negro women are an important factor. Furthermore, our request is not dependent upon establishing the fact of increase but is rather aimed at a desire to discover how Negro women have fared after a decade of experience. The strategic importance of this group lies not in their number but in their position as pioneers. How much they have pioneered into positions of skill is one of the things which I think we need to know.

Have you any further information about your own schedule which would indicate if and when you can work with any of our girls on production records or records of lost time by way of Assembly preparation? Did you see Elizabeth Blum in Detroit and were you able to work out anything definite with her? An encouraging amount of experimentation in ways in which women workers may improve industry is going on, I think, among our industrial membership but very much more could be done if we were more ingenious in discovering the means at hand.

Cordially yours,

Annetta Dieckmann

Annetta Dieckmann
Industrial Secretary

AD*SPM

National Board
of the
Young Womens Christian Associations
of the United States of America
600 Lexington Avenue, New York, N. Y.
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January 11, 1928

Miss Mary Anderson
Women's Bureau
United States Department of Labor
Washington, D. C.

WOMEN'S BUREAU
JAN 13 1928
DEPARTMENT OF LABOR

My dear Miss Anderson:

Thank you for your letter of December 31. I am sorry that your resources are so limited that you can not undertake the study of Negro women in industry at this time but I can well appreciate that such would be the case. Will the study of the laundry industry be in such form that its findings will be available for the National Interracial Conference whose dates have been tentatively set for November 18-21? I still feel that it is very important to feed into that conference whatever information we can get concerning the position of Negro women in industry.

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Annetta Dieckmann

Annetta Dieckmann
Industrial Secretary

AD*SPM

December 31, 1927

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Industrial Secretary,
National Board of the Y. W. C. A.,
600 Lexington Avenue,
New York, N. Y.

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Also, I doubt very much that with the present program we can undertake such a study for sometime, at least it will not be possible to fit it in this year or next. There are so many demands upon our small resources and our limited personnel that we should make a study of industry rather than of race, particularly when the two races are employed in the industry. We have before us several requests for State studies as well as these one-industry studies.

I shall keep your request in mind, however, and it may be that we can fit it in our plans at some future time. I suppose you know of our cooperation with the industrial club in Richmond. We are trying this out to see how far the members will cooperate with us in giving us information. Perhaps we can plan other studies in other parts in cooperation with the industrial assemblies if this one is a success.

With best wishes for a happy New Year,

Very sincerely yours,

MA:IH

Mary Anderson, Director.

National Board
of the
Young Womens Christian Associations
of the United States of America

600 Lexington Avenue
New York, N.Y.

Telephone: Plaza 4700
Cable Address: Emissarius, New York

December 19, 1927

WOMEN'S BUREAU
DEC 23 1927
DEPARTMENT OF LABOR

Miss Mary Anderson
Women's Bureau
Department of Labor
Washington, D.C.

My dear Miss Anderson:

You will recall that the Industrial Committee of the National Board of the Young Womens Christian Association made a request some months ago for another study of Negro women in industry. I understand that you asked us to be more specific as to the kind of information needed. I have been in conference with Mrs. R.R. Penn and with Mr. Charles Johnson with reference to this matter and should like now to submit to you the results of our thinking together.

May I give you the two reasons why we consider it important that such a study be made at this time. In the first place, there is to be an interracial conference, as you probably know, next November at which it is hoped to discuss the relationship of the Negro and the rest of the community from various viewpoints, and it is hoped that the discussions may be based upon scientific data. For this reason as many studies of the Negro as possible are being stimulated. It is unlikely that any information will reach the conference concerning Negro women in industry unless it comes through a study of the Women's Bureau.

In the second place, we all feel that there is need to ascertain what the position of Negro women in industry is a decade after the war which was responsible for their introduction into many new industries in the North. We should also like to have more complete information concerning the employment of Negro women in manufacturing in the South. We realize that the studies made by the Women's Bureau in various southern states would seem to indicate that Negro women are not so employed, except in laundry work. It is probable, however, that Negro women are employed in certain establishments where very few white women are employed, and since the reason for these studies already made was not especially to throw light upon the employment of Negro women, these establishments have probably not been visited. We do know of certain plants which have branches manned almost exclusively by Negroes, and of certain other independent factories which employ Negroes exclusively. This kind of information, it seems to us, is very pertinent at this time of industrial awakening throughout the South. As the pressure for labor becomes greater in the South, it may be that more Negro help will be utilized, especially if the success of their previous employment is known.

TENTH
NATIONAL
CONVENTION
April 14-20
SACRAMENTO
CALIFORNIA

The tentative outline which we would suggest for your consideration in making such a study is as follows:

I. Scope and Method of Study

1. Selection of places for survey from which information would be most valuable. (We would suggest that cities in the South, the East and the Middle West be selected from among those which have seen the greatest industrial development within the last decade. In order to find out where Negro women are most likely to be found employed in industry, it is suggested that a study be made of the cities which have a relatively large proportion of Negro women as compared with Negro men.)

2. Compilation of existing data on colored women workers referred to in other Women's Bureau state surveys.

3. Formulation of method through which comparisons may be made in this study, which is necessarily so largely comparative.

II. Negro Women in Industry To-day.

1. Their number
   (a) Reasons for increase or decrease since 1920. (It is suggested that the industries which had a certain number at the time of the 1920 census be selected, and the effort be made to discover increases and decreases in those industries.)

2. Conditions of Employment
   (a) The result of legislation and the need for increased legislation.

3. Diversity of occupation as compared with conditions in 1920. (If there has been no increase in the number employed in certain industries, there may be an increase in the kinds of industries employing Negro women.)

4. Marital status of Negro women in industry as compared with the marital status of white women in the same industries.

5. Age distribution of Negro women in industry as compared with white women in the same industries.

III. Progress of Negro Women in Industry

1. Comparative occupations of colored and white women in industry

   (a) Progress of colored women in skilled occupations.
   (b) Extent of promotion to skilled occupations.
   (c) Progress of colored women in supervisory positions.
   (d) Training of colored women in industry, general and technical. (That is, are colored women trained for types of work from which they are excluded? How do colored women get their apprenticeship training? It is recognized that it is more difficult for them to find other workers willing to teach them, and that the failure of a colored girl on her first job has more disastrous effects upon the whole group than does the similar failure of a white girl on her first job.)

2. Wage Study
   (a) Comparative study of real wages of colored women to-day and in 1920 for the same occupation.

   (b) Comparative study of wages of colored and white workers for the same occupations.
      (1) Factors which contribute to wage differences.

   (c) Responsibility of colored women for family support.

3. Labor turnover
   (a) Comparative mobility of colored and white workers.
      (1) Causes of turnover.
   (b) Regularity of employment and working habits in relation to the health of Negro workers.

4. Employment Policies and attitudes
   (a) Segregation of white and colored workers
   (b) Attitudes among colored and white workers, employers and the public
   (c) Attitudes of colored women workers toward trade unionism and their relationship in the organizations, such as the garment workers, box makers and the furriers, which they are known to have joined.

IV. Case studies from contact with women workers of actual experiences in industry that reveal their position to-day.

We hope very much that it will be possible for the Bureau to get these facts for us.

Sincerely yours,

Annetta M. Dieckmann

Annetta M. Dieckmann
Industrial Secretary
Industrial Department

AMD RW

Cleveland Hotel, Cleveland O.
Dec. 29th, 1927.

Dear Miss Anderson,

A few days ago I had a letter from Miss Dieckmann enclosing one which she had just sent to you. Since then I have been trying to get into a proper frame of mind to answer it and I am enclosing my effort. If you think I have not succeeded will you dictate another embodying somewhat my feelings on the subject, or I will write another if you wish. If however it is O.K. will you send it on to Miss D.

The outline she drew up for you seems to me just like the outline any one sitting in an office and not in close touch with things as they are might draw up. Of course we have quite a lot of facts that could be given in greater detail from our state studies on the Negro women but I am sure it is perfectly absurd to think they are coming into industry exepting very slightly and it would be like looking for the proverbial needle in a haystack to find them outside of laundries and restaurants. Her No. 111 "progress of Negro women in industry" would so far as I can judge from our experience have almost nothing under it and the Wage study "suggestions" under a, b, c, would each of them constitute a study in themselves - the same might also be said of her "Labor Turnover" and "Emplyment Policies and Attitudes".

This present laundry study will give them a grezt deal of information and judging from what we have so far gotten I should say the greatest trouble with the Negro womam progressing in industry was not prejudice (this is the north, not the south, I am speaking of) against her but she herself.

The complaint is that she is not as good a worker nor as steady and dependable as the white worker. How far that is true I do not know but without doubt her turnover in laundries is higher - whether due to her usually holding the lower paid and less skilled work or not I do not know until the material is tabulated by occupations.

I am also enclosing an Industrial Assembly Bulletin sent to me and you will see by that that she wants this material for a meeting next November. How do you suppose Miss D. thinks it would be possible to make a study and get it tabulated and even roughly in shape by that time? Miss Eldridge, the Negro woman worker for the Phyllis Wheatly Ass., I have talked with here and she made rather sweeping statments of the large number of Negro women in industry but she could only name a couple of plants - Cleveland Hardware and one garment plant where they were employed and of course laudries. The meat packing and glass industries and wood working plants have them in some cities but as a rule they are not on the same work as the white women. One more thing and then I will really stop. The Negro woman is I am quite sure not coming into industry in the south at least up to the present time. In Savannah when we were there women were employed in the Diamond March factory and one overall plant - which has since gone out of business. In Charleston they were in a bag factory and an asbestos plant. Outside of those two cities there employment was almost negligible in South Carolina and Georgia. But our state reports show all this.

Thank you for your nice letter with its names and advice as to whom to visit in the west. I am hoping that the work may go quite fast because in SanFrancisco we ought to be able to make our home visits through the Union groups and if you are willing I think we will try to get some of our visitng done at noon or directly after hours in the plants in Los Angeles. Miss Erickson said that when they were there some of the laundires were willing for them to interview girls in the plant and distances are so great that it would be a teemendous time saver if we could. Of course the holidays are delaying our work some here but we expect to finish about the middle of next week if we have any luck at all on our home visiting. It makes it bad of course that they work Saturday afternoon this week but we will go out around supper time and hope that they will not begin New Year's Eve celebrating until later.

We are advised against visiting in one section of the city here and as there are plenty of other places to go I think we will avoid it. They say it is not at all safe and certainly two should go and that takes too much time. We are finding exceptionally good guarding here and wages about the same as Detroit and also I think about the same proportion of white and colored workers. After this week will you please send our mail to General Delivery, Indianapolis and I will write Miss Larrabee about supplies.

I am enclosing a personal letter so will keep my New Year wishes for that.

Affectionately yours,

Ethel L. Best

December 31, 1927

Miss Annetta M. Dieckmann,
Industrial Secretary, Y. W. C. A.,
600 Lexington Avenue,
New York, N. Y.

My dear Miss Dieckmann:

Your letter of the 20th with the enclosure of the copy of a letter sent to Miss Anderson was received a few days ago. I waited to answer it because I wanted a little time to think over your letter to Miss Anderson. But after all my opinions and reaction to that should be for Miss Anderson and I am pretty sure that in so far as the technical side of any study is concerned Miss Anderson and I are never far apart. As to the request that I should use my help in getting a study of Negro women in industry made by the Bureau, I must be quite honest and say that if Miss Anderson asks my advice I would advise against it at the present time.

From my experience throughout the country in the past nine years I should say that the number of Negro women in industry is comparatively very small and not increasing in anything but the laundry industry. As you know, we are at present making a study of that industry and I think that many interesting facts in regard to negro women will appear when our facts are compiled. In the work histories which we are getting we very rarely find that the Negro workers have worked in any factory. Usually their previous experience has been in domestic service or in restaurants. In all our State studies we include factories where Negro women work and are in fact especially anxious to include them because of their rarity. It might be interesting to have your local Y. W. industrial secretaries check up this and see how many plants, exclusive of laundries and restaurants, they can find in their own communities which employ Negro women.

I am sorry that I am not more in sympathy with the study you want but it seems to me that there are so many more important things to be looked into, - many of them conditions which affect the Negro woman worker in laundries and restaurants, - that a study which affects such a very small and scattered group of women as the Negro woman in industry.

Sincerely yours,

ELB:IH

Ethel L. Best, Industrial Supervisor.

WOMEN'S BUREAU.
DEC 31 1927
DEPARTMENT OF LABOR

Cleveland, Ohio,
Dec. 29th, 1927.

Miss Annetta M. Dieckmann,
Industrial Sec'y, Y.W.C.A.
600 Lexington Ave. N.Y.C.

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Sincerely yours,
Ethel L. Best

Industrial Supervisor.

CALIFORNIA

National Board
of the
Young Womens Christian Associations
of the United States of America
600 Lexington Avenue
New York, N.Y.

Telephone: Plaza 4700
Cable Address: Emissarius, New York

December 20, 1927

Mrs. Ethel Best
Women's Bureau
United States Department of Labor,
Washington, D.C.

My dear Mrs. Best:

Thank you for your letter of December 13 pointing out that the work which is now being done in Richmond is not the keeping of production records which we discussed with the Executive Committee last fall. I am writing to Richmond for more information about just what they are doing. Jessie Smith seems very much interested and hopeful of getting something that really counts.

I am very glad that you are to see Elizabeth Bloom. We shall welcome any word from you about anything which can be done through her to throw light upon our Assembly problem.

I have told Miss Coit that you will not be in the East for sometime to come and that you will get in touch with her if you are able to go to Hartford. I shall also tell Miss Perry this in connection with the girl in Wilkesbarre who is interested in keeping production records.

I am enclosing an outline which we are submitting to Miss Anderson in connection with our request made some months ago for a special study of Negro women in industry. Miss Anderson asked for more specific information about what we wanted to know. We would welcome your help in getting this study made.

Cordially yours,

Annetta M. Dieckmann

Annetta M. Dieckmann
Industrial Secretary
Industrial Department

AMD RW

TENTH
NATIONAL
CONVENTION
April 14-20
SACRAMENTO
CALIFORNIA

CROSS REFERENCE SHEET

Name or Subject

Natl Bd, Y. W. C. A.

File No.

409

Regarding

Study on Negro Women in Industry

Date

SEE

Name or Subject

See letter to Mary V. Kleeck
Russel Sage - - - 318

File No.

File cross reference form under name or subject at top of the sheet and by the latest date of papers. Describe matter for identification purposes. The papers, themselves should be filed under name or subject after "SEE."

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February 10, 1928.

Miss Mary Van Kleeck, Director,
Department of Industrial Studies,
Russell Sage Foundation,
130 E. 22nd Street,
New York, N. Y.

Dear Miss Van Kleeck:

Thank you for your letter of February 7th in regard to facts about colored women in industry. I have had some correspondence with Miss Dieckmann on this subject.

[illegible] Dieckmann wrote in behalf of the Y. W. C. A., asking us to make a survey of Negro women in industry. I replied that we had two studies, one which we are now making and one which we had planned to make, which would yield quite a bit of information in regard to colored women - our laundry study and the study we are going to make of women in the meat packing industry. In many of the laundries we have visited there have been many colored women employed and in others white and colored. And I know from personal experience that there are a great many colored women working in the packing houses in Chicago and elsewhere. We are making this survey at the request of the Social Workers who in their work come in contact with this problem.

Then I received another letter from Miss Dieckmann again saying that they wanted a survey of colored women in industry and that while this information no doubt would be valuable, they wanted a special survey. I wrote and asked what information they wanted and then they worked out a rather elaborate scheme, some information which could be had and some that probably could not.

However, it is impossible for us to make that kind of a study now. One reason is that we have so many requests on hand for studies of many phases of industrial problems which would take in colored women, and the second is that

the colored women are so scattered and so few that we would have to travel a good part of the country to find them, and they are still a very small group in the manufacturing industries and they get the same consideration by our agents as the white women when we are making either a State study or a study in one industry. Our appropriation is so small that we have to plan our surveys with great care so as to be able to get the most out of them.

We have had a breathing spell in our statistical [illegible] and therefore this winter we have taken our State studies and separated certain information from them; We have done the five-and-ten-cent stores, working conditions, and the colored women, and also a compilation of wages [illegible]. It is this information on colored women that we [illegible] to give to the Interracial Conference. We may be able to [illegible] information from our laundry study but [illegible] hotels [illegible] from [illegible] stores [illegible] valuable information on the colored women in these States which, it seems to me, would be certain [illegible] the Interracial Conference. I should [illegible] glad indeed, [illegible] get a little further along with our statistics if Mr. Johnson would come to Washington, or perhaps I will be in New York, to take over the way in which he wants to use this information so that we could plan accordingly. I want to assure you and the National Interracial Conference that we at all times want to give all the information that we have and that we are always glad when this information can be useful.

Very sincerely yours,

Mary Anderson, Director.

NATIONAL INTERRACIAL CONFERENCE

COMMITTEE
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A. BOWERS
LOUIS I. DUBLIN
JOSEPH A. HILL
GEORGE W. KIRCHWEY
GERTRUDE E. MCDOUGALD
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LEONARD OUTHWAITE
ROBERT E. PARK
FORRESTER B. WASHINGTON
LEO WOLMAN
MONROE N. WORK

CHARLES S. JOHNSON
Research Secretary
17 Madison Avenue
New York City

OFFICERS OF
EXECUTIVE COMMITTEE
MARY VAN KLEECK, *Chairman*
GEORGE E. HAYNES, *Executive Secretary*
EUSTACE SELIGMAN, *Treasurer*

February 7, 1928

WOMAN'S BUREAU
FEB 8 1928
DEPARTMENT OF LABOR

Miss Mary Anderson
Women's Bureau
Department of Labor
Washington, D. C.

My dear Miss Anderson:

Through Mr. Charles S. Johnson, research secretary of this Conference, I have heard of your letter to Miss Annetta M. Dieckmann regarding the possibility of making available from your state surveys the facts about colored women in industry. I am writing to express the satisfaction of the Research Committee of the National Interracial Conference that you have undertaken this task.

I might explain that the request from the National Board of the Y.W.C.A. was sent to you following a conference with representatives of the Research Committee of the National Interracial Conference (in which the National Board of the Y.W.C.A. is a sponsoring organization). In preparation for the Conference, we are making a survey of available material on various phases of life affecting colored people in this country, and we were anxious to include material on women in industry. The study which you are making will be of great assistance as a contribution to this material.

May this letter serve to establish a connection between the Women's Bureau and the office of the research secregary, Mr. Charles S. Johnson. Mr. Johnson or his assistant will wish, in due course, to arrange with you regarding the use of this material among the other materials of the Conference.

I am sending a copy of this letter to Miss Dieckmann. We greatly appreciate the efforts of the National Board in working out the plan for the needed study of Negro women in industry and in enlisting your interest in giving us at least the amount of material which you are now tabulating.

Very sincerely yours,

Mary van Kleeck

MvK:T

July 3, 1928

Mr. Charles S. Johnson,
Research Secretary,
National Interracial Conference,
17 Madison Avenue,
New York, N. Y.

My dear Mr. Johnson:

I shall be very glad to see you on Friday, July 6th. We have the tables ready and are just beginning to write up the material. It is very fortunate that you are coming to Washington just at this time because we can talk over the information on the tables and the points you would like stressed the most.

Very sincerely yours,

Mary Anderson, Director.

MA:IH

NATIONAL INTERRACIAL CONFERENCE

SPONSORING ORGANIZATIONS
American Friends Service Committee, Interracial Section
American Social Hygiene Association
Commission on Interracial Cooperation
Council of Women for Home Missions
Federal Council of Churches, Commission on the Church and Race Relations
Fellowship of Reconciliation
Home Missions Council
The Inquiry
National Association for the Advancement of Colored People
National Board Y. W. C. A.
National Council Y. M. C. A.
National Federation of Settlements
National Urban League
Phelps-Stokes Fund
Protestant Episcopal Church, Department of Christian Social Service

MARY VAN KLEECK, *Chairman*
EUSTACE SELIGMAN, *Treasurer*

OFFICE OF EXECUTIVE SECRETARY
GEORGE E. HAYNES
105 East 22nd Street, New York

OFFICE OF RESEARCH SECRETARY
CHARLES S. JOHNSON
17 Madison Avenue, New York

RESEARCH COMMITTEE
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LEONARD OUTHWAITE
ROBERT E. PARK
FORRESTER B. WASHINGTON
LEO WOLMAN
MONROE N. WORK

July
2nd
1928

WOMEN'S BUREAU
JUL 3 1928
DEPARTMENT OF LABOR

Dear Miss Anderson:

I plan to be in Washington on Friday July 6th and hope to be able to talk with you regarding several items of the work of the Research Committee of the National Interracial Conference, if it will be convenient to see you. I shall telephone your office shortly after my arrival to arrange for an appointment.

Sincerely,

Chas. S. Johnson

Charles S. Johnson
RESEARCH SECRETARY

CSJ/ME

Miss Mary Anderson
Women's Bureau
Department of Labor
Washington, D. C.

Negro Women
1928

August 3, 1928.

Reynolds Tobacco Company,
Winston-Salem,
North Carolina.

Dear Sirs:

The Women's Bureau has been requested to compile information in regard to the employment of colored women for the inter-racial conference to be held in Washington this Fall.

Our files contain such data from a large number of establishments in widely separated States, visited at different times. In order to supplement the material that we have with more recent facts, we are requesting information by letter.

There is inclosed herewith a questionnaire listing the information desired. We will appreciate your reply to these questions by number.

Very truly yours,

Agnes L. Peterson,
Assistant Director.

ALP:EC
Incl.

August 9, 1935.

Mr. H. B. Fitzgerald,
President and Treasurer,
Riverside & Dan River Cotton Mills, Inc.,
Danville, Virginia.

My dear Mr. Fitzgerald:

Thank you very much for your letter of August 8th.

We appreciate your courtesy in furnishing us this information.

Very truly yours,

Agnes L. Peterson,
Assistant Director.

ALP:BC

Riverside & Dan River Cotton Mills

INCORPORATED

MANUFACTURERS OF COTTON FABRICS

R. A. SCHOOLFIELD
CHAIRMAN OF THE BOARD
H. R. FITZGERALD
PRESIDENT & TREASURER
JAS. I. PRITCHETT
VICE PRESIDENT
GEO. P. RAY
V. P. & SALES MANAGER
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SECRETARY

DANVILLE, VA.

NEW YORK
OFFICE & SALESROOM
56 WORTH ST.
A. T. COCKEFAIR
CHICAGO
OFFICE & SALESROOM
323 SO. FRANKLIN ST.
JOHN C. LONG

IN REPLYING PLEASE REFER TO INITIALS

August 8, 1928.

WOMEN'S BUREAU
AUG 9 - 1928
DEPARTMENT OF LABOR

The Department of Labor,

Miss Agnes L. Peterson,
Asst. Director of Women's Bureau,

Washington, D. C.

Dear Miss Peterson:

We have your letter of August 3rd, without file reference, pertaining to the employment of colored women in manufacturing.

In reply beg to advise that we employ comparatively few colored women and only in the menial work in our plants - such for instance as sweepers, scrubbers and waste pickers.

At the present time we have a little over a total of 5,000 operatives in our two plants - the Riverside Mills in Danville and the Dan River Mills at Schoolfield, and of these there are 248 colored women employed in the class of work referred to.

Trusting that this gives you the information desired and with best wishes,

Yours very truly,

RIVERSIDE & DAN RIVER COTTON MILLS, Inc.,

By H R Fitzgerald
President and Treasurer.

NATIONAL INTERRACIAL CONFERENCE

SPONSORING ORGANIZATIONS
American Friends Service Committee, Interracial Section
American Social Hygiene Association
Commission on Interracial Cooperation
Council of Women for Home Missions
Federal Council of Churches, Commission on the Church and Race Relations
Fellowship of Reconciliation
Home Missions Council
The Inquiry
National Association for the Advancement of Colored People
National Board Y. W. C. A.
National Council Y. M. C. A.
National Federation of Settlements
National Urban League
Phelps-Stokes Fund
Protestant Episcopal Church, Department of Christian Social Service

MARY VAN KLEECK, *Chairman*
EUSTACE SELIGMAN, *Treasurer*

OFFICE OF EXECUTIVE SECRETARY
GEORGE E. HAYNES
105 East 22nd Street, New York

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BROADUS MITCHELL
HOWARD W. ODUM
LEONARD OUTHWAITE
ROBERT E. PARK
FORRESTER B. WASHINGTON
LEO WOLMAN
MONROE N. WORK

September 19th, 1928.

Miss Mary Anderson,
Director of the Women's Bureau,
United States Department of Labor,
Washington, D. C.

WOMEN'S BUREAU
SEP 20 1928
DEPARTMENT OF LABOR

Dear Miss Anderson:

As we are making plans for the National Interracial Conference, I hear that the Women's Bureau has made a substantial contribution in an analysis of data concerning the employment of negro women in industry. We are most grateful for this.

I do not know whether the procedure has been made clear to you. This Conference is quite different from the usual meetings. The important work has been the survey of facts already known regarding negro race problems in the United States as the result of social investigations. In order to have this material brought together and focused in relationship to all the varied net-work of problems, the task of analysis has been under the direction of Mr. Charles S. Johnson, as Research Secretary, and he is having the material digested and brought together in the form of memoranda for study by delegates in advance of the meetings.

I very much hope that your material can be included in this survey. Mr. Charles S. Johnson has now gone to Fisk University, Nashville, Tennessee, where he is to be in charge of a considerable program of research. The final work for the National Interracial Conference will be carried on as part of the initial program of research at Fisk University. I am sure that Mr. Johnson would appreciate it if you would let him know when he may receive the factual data of your study so that it may be worked in with the other material, if you are willing to have this use made of it. Mr. Johnson has told me of his visit to your office and of the large amount of work which your office has been doing on this subject.

Miss Anderson Sept.19/28

I shall be in Washington September 24th and 25th, and shall hope to talk this matter over with you then. I shall be at the hotel Lafayette.

Sincerely yours,

Mary Van Kleeck

MvK:AR

Negro Women
1928

October 8, 1928.

Miss Mary Van Kleeck, Director,
Department of Industrial Studies,
Russell Sage Foundation,
130 E. 22nd Street,
New York, N. Y.

Dear Miss van Kleeck:

Enclosed you will find the tables and the memo randum of published data on negro women in industry. This is the second installment of the data forwarded to you about a week ago, and is all of the data asked for, for the coming Interracial Conference.

With best wishes,

Sincerely yours,

Mary Anderson, Director.

MA:IS

DEPARTMENT OF INDUSTRIAL STUDIES
RUSSELL SAGE FOUNDATION
130 EAST 22D STREET
NEW YORK CITY

MARY VAN KLEECK, DIRECTOR

October 11, 1928

WOMEN'S BUREAU
OCT 12 1928
DEPT. OF LABOR

Miss Mary Anderson,
Women's Bureau,
Department of Labor,
Washington, D. C.

My dear Miss Anderson:

Thank you heartily for the material which you have prepared for the National Interracial Conference. I have received both your letters of September 28 and October 8 and I am forwarding the material to Mr. Johnson.

With appreciation, I am

Sincerely yours,

Mary Van Kleeck

MvK:B

NATIONAL INTERRACIAL CONFERENCE
Washington, D. C.
December 16-19, inclusive, 1928

Preliminary Program, November 20, 1928

Theme: Race Problems in the United States in the Light of Social Research

Place: Morning and afternoon sessions, Auditorium of the Department of the Interior Building, 19th and F Streets, N. W.
Evening sessions, Howard University, Auditorium of the Medical School, 5th and W Streets, N. W. (except Sunday supper and evening session, which will be in the Dining Hall of Howard University)
Conference luncheons, December 17, 18 and 19, Cafeteria of the Department of the Interior Building, at 1:15 p.m.
Conference dinners, December 17, 18 and 19, Dining Hall of Howard University, at 7 p.m.

Chairmen: President Mordecai Johnson, Howard University
President Robert R. Moton, Tuskegee Institute (invited)
Miss Mary van Kleeck, Chairman Executive Committee, National Interracial Conference

SUNDAY, DECEMBER 16

5 p.m. Reception of delegates with opportunity to see Howard University, followed by registration*

Sunday Evening Session

6:30 Buffet supper, Dining Hall, Howard University

OPENING ADDRESS - THE PLAN OF RESEARCH FOR THE CONFERENCE
Charles S. Johnson, Fisk University, formerly National Urban League Research Secretary of the Conference

REPORT OF THE COMMITTEE ON PROCEDURE, E. C. Carter, Chairman

DISCUSSION OF PLANS FOR THE CONFERENCE, By Officers and Delegates

*As admission to the Monday morning session will be limited to delegates, it is important to secure registration cards at this time.

MONDAY, DECEMBER 17

Monday Morning Session, 10 a.m. - 12:45 p.m.

TOPIC - HEALTH

10:00 - 10:30 Presentation of data:- Louis I. Dublin, Chief Statistician, Metropolitan Life Insurance Company, New York

10:30 - 10:50 Interpretative Comment:- Algernon B. Jackson, M. D., Professor of Public Health, Howard University, Washington, D. C.

10:50 - 11:05 Questions from the floor

11:05 - 11:15 Intermission

11:15 - 12:45 Discussion by delegates

Monday Afternoon Session, 2:30 - 5 p.m.

TOPIC - EDUCATION

2:30 - 3:00 Presentation of data:- W. A. Robinson, Principal, Austin High School, Knoxville, Tenn., Formerly Supervisor, Negro High Schools of North Carolina

3:00 - 3:30 Interpretative comment:- Mabel Carney, Professor of Rural Education, Columbia University, New York

3:30 - 3:45 Questions from the floor

3:45 - 3:55 Intermission

3:55 - 5:00 Discussion by delegates

Monday Evening Session, 8 - 10 p.m.

8:00 - 8:15 Summary of session on Health

8:15 - 8:30 Summary of session on Education

8:30 - 9:15 Biological Foundations of a Health Program for Negroes:- Raymond Pearl, Johns Hopkins University, Baltimore, Md.

9:15 - 10:00 Educational Achievements and Needs:- John Hope, President, Morehouse College, Atlanta, Ga.

TUESDAY, DECEMBER 18

Tuesday Morning Session, 10 a.m. - 12:45 p.m.

TOPIC - INDUSTRY AND AGRICULTURE

10:00 - 10:25 Presentation of data on Agriculture: Monroe N. Work, Editor, Negro Year Book, Tuskegee Institute, Ala.

10:25 - 10:50 Presentation of data on Industry:- Niles Carpenter, University of Buffalo (director of local surveys of conditions among Negroes; author of Immigrants and Their Children, U. S. Census monograph)

10:50 - 11:10 Interpretative comment

11:10 - 11:25 Questions from the floor

11:25 - 11:35 Intermission

11:35 - 12:45 Discussion by delegates

Tuesday Afternoon Session, 2:30 - 5 p.m.

TOPIC - HOUSING AND RECREATION

2:30 - 2:50 Presentation of data on Recreation:- Forrester B. Washington, Director, Atlanta School of Social Work, Atlanta, Ga.

2:50 - 3:00 Interpretative comment:- Ernest T. Atwell, Playground and Recreation Association of America, New York

3:00 - 3:30 Presentation of data on Housing

3:30 - 3:45 A concrete case as yielding scientific data:- The Paul Lawrence Dunbar Apartments, New York:- Roscoe C. Bruce, Resident Manager, New York

3:45 - 3:55 Questions from the floor

3:55 - 4:05 Intermission

4:05 - 5:00 Discussion by delegates

Tuesday Evening Session, 8 - 10 p.m.

8:00 - 8:15 Summary of session on Industry and Agriculture

8:15 - 8:30 Summary of session on Housing and Recreation

8:30 - 9:15 Recreation in Relation to Community Life:- Roy Smith Wallace, Playground and Recreation Association of America, New York

9:15 - 10:00 The Trade Union Movement in Relation to Negroes: William Green, President, American Federation of Labor, Washington, D. C. (tentative) (or other representative of American Federation of Labor)

WEDNESDAY, DECEMBER 19

Wednesday Morning Session, 10 a.m. - 12:45 p.m.

TOPIC - CRIME

10:00 - 10:30 Presentation of data:- Thorsten Sellin, University of Pennsylvania

10:30 - 10:50 Presentation of data, with special reference to investigation in one state (North Carolina):- Lawrence Oxley, Director, Bureau of Negro Work, North Carolina Dept. of Public Welfare, Raleigh, N. C.

10:50 - 11:05 Questions from the floor

11:05 - 11:15 Intermission

11:15 - 12:45 Discussion by delegates

Wednesday Afternoon Session, 2:30 - 5 p.m.

TOPICS - (1) CITIZENSHIP
(2) RACE RELATIONS

2:30 - 2:50 Presentation of data on Citizenship:- W. E. B. DuBois, Editor, The Crisis, New York

2:50 - 3:05 Interpretative comment:- Charles E. Merriam, University of Chicago, Chicago, Ill.

3:05 - 3:35 Presentation of data on Race Relations:- H. A. Miller, Ohio State University, Columbus, Ohio (tentative)

3:35 - 3:45 Questions from the floor

3:45 - 3:55 Intermission

3:55 - 5:00 Discussion by delegates

Wednesday Evening Session, 8 - 10 p.m.

8:00 - 8:15 Summary of session on Crime

8:15 - 8:30 Summary of session on (1) Citizenship, (2) Race Relations

8:30 - 9:15 General summary of data and discussion with comment on the significance of the Conference for the immediate future of race relations in the United States:- Mary van Kleeck, Russell Sage Foundation, New York, Chairman of discussion in National Interracial Conference

9:15 - 10:00 Brief messages from persons who are furthering the scientific approach to race problems (Names to be announced later)

DEPARTMENT OF INDUSTRIAL STUDIES
RUSSELL SAGE FOUNDATION
130 EAST 22D STREET
NEW YORK CITY

MARY VAN KLEECK, DIRECTOR

November 13, 1928

WOMEN'S BUREAU
NOV 1 1928
DEPARTMENT OF LABOR

Miss Mary Anderson, Director,
Women's Bureau,
U.S. Department of Labor,
Washington, D. C.

My dear Miss Anderson:

I am sure that Miss van Kleeck will be delighted to hear that you will be a delegate to the National Interracial Conference. She is in Washington today and will be there until tomorrow night in connection with the arrangements for the Conference. If you should wish to get in touch with her, you can reach her at the Hotel Lafayette.

The session on Industry and Agriculture will be held on Tuesday morning, December 18, from 9:30 to 12 o'clock.

Yours sincerely,

Beatrice Black

Secretary to Miss van Kleeck

B

November 12, 1928.

Miss Mary van Kleeck, Chairman,
National Interracial Conference,
Russell Sage Foundation,
130 E. 22nd Street,
New York, N. Y.

Dear Miss van Kleeck:

I have your letter of November 7th, in regard to the National Interracial Conference, to be held in Washington, December 16th to 19th inclusive, in which you ask the Women's Bureau to send a delegate.

I shall be very glad indeed to attend as a delegate.

I wonder if you know now on what day the round table on industry will be held?

With best wishes,

Very sincerely yours,

Mary Anderson, Director.

MA:IS

NATIONAL INTERRACIAL CONFERENCE

SPONSORING ORGANIZATIONS
American Friends Service Committee, Interracial Section
American Social Hygiene Association
Commission on Interracial Cooperation
Council of Women for Home Missions
Federal Council of Churches, Commission on the Church and Race Relations
Fellowship of Reconciliation
Home Missions Council
The Inquiry
National Association for the Advancement of Colored People
National Board Y. W. C. A.
National Council Y. M. C. A.
National Federation of Settlements
National Urban League
Phelps-Stokes Fund
Protestant Episcopal Church, Department of Christian Social Service

MARY VAN KLEECK, *Chairman*
EUSTACE SELIGMAN, *Treasurer*

OFFICE OF EXECUTIVE SECRETARY
GEORGE E. HAYNES
105 East 22nd Street, New York

OFFICE OF RESEARCH SECRETARY
CHARLES S. JOHNSON
Fisk University, Nashville, Tenn.

RESEARCH COMMITTEE
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ROBERT E. PARK
FORRESTER B. WASHINGTON
LEO WOLMAN
MONROE N. WORK

November 7, 1928.

WOMEN'S BUREAU
NOV 9 1928
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau, Department of Labor
Washington, D.C.

My dear Miss Anderson:

The enclosed statement outlines the purpose and plan of the National Interracial Conference, to be held at Washington, D.C., December 16-19, inclusive, sponsored by the national organizations named on this letterhead.

Data for the Conference have been prepared by Dr. Charles S. Johnson, Research Secretary of the Conference with the advice of a Research Committee of well known authorities. The topics covered are Health, Education, Industry and Agriculture, Housing and Recreation, Crime, Citizenship and Race Relations. Dr. Johnson has been greatly aided in his research work on Industry by the charts and material sent him by the Women's Bureau, and we are appreciative of this cooperation.

The Executive Committee of the Conference cordially invites you to send a delegate to the Conference because we desire and need your cooperation in such a scientific approach to the race problem.

During the morning and afternoon session data will be presented and interpretative comment made upon each topic by competent speakers. Following these presentations and interpretations opportunity will be given to delegates to ask questions from the floor. These questions, combined with others formulated by the Executive Committee of the Conference and those sent in by delegates beforehand, will become the basis for free discussion, thus making these sessions round-table study groups.

Two of the evening sessions will be devoted to short summaries of the proceedings of the day and to two outstanding addresses by persons well known in the several fields. The closing session will be devoted to a general summary of the data and discussions and statement of their significance for race relations, followed by five-minute messages of greeting from prominent persons who can be counted upon to further the scientific approach to the race problem. Details of further plans, place of meeting, etc., will be sent you later.

May we have the privilege of welcoming a representative from the Women's Department?

Yours cordially,

Mary van Kleeck
Mary van Kleeck
Chairman

George E. Haynes
George E. Haynes
Executive Secretary

Encl.

THE NATIONAL INTERRACIAL CONFERENCE

(Tentative Draft; Not for Publication)

November 15, 1927

I. THE UNDER-LYING IDEA OF THE CONFERENCE: The under-lying idea of the organizations sponsoring the National Interracial Conference is that, although differing considerably in philosophy of race relations and their method of approach to the solution of the problems involved, these organizations join in collecting and collating all the available data and in bringing together persons immediately concerned in dealing with the problems between white and colored people in the United States, so that they may view the situation in the light of the facts, and that out of this review there may come decisions and plans which may be utilized by the participating organizations.

II. PURPOSE: The purpose of the Conference as now defined is to bring together a group of workers in social and religious agencies for conference on the relation between white and Negro races in the United States in the light of research; and in preparation for the conference to formulate problems out of the experience of the agencies; to contribute information and interpretation; and to vitalize activities through a synthetic view of the facts so that a close relationship may be permanently established between social research and the program of organizations in action on this subject; thus demonstrating the application of the scientific method and sqirit to race problems.

III. THE RESEARCH PLAN: In collecting and collating the data, the Executive Committee, made up of representatives of the sponsoring organizations, has formed a special Research Committee and adopted a tentative plan of research covering the topics of Health, Crime, Industry and Labor, Recreation, Education, Race Relations, Housing and Citizenship. The personnel of the Research Committee is made up of members nationally known as experts in these fields. They are not members of the Executive Committee and are free to act in any advisory capacity independent of the programs of the sponsoring organizations.

The plan for research takes into account these circumstances:

1. Among the various organizations engaged in social and interracial programs, there is need of a compilation of facts in each major field of activity, by which it will be possible to measure the extent of the problem in each field, thus enabling the organizations to orient their work in relation to these problems.

2. As an initial effort, it is understood that there cannot be detailed independent studies of each field, but the first construction of an outline, through the gathering of available material, may lead to more intensive studies where the need is indicated. It will be difficult for any group to determine what studies of the Negro are most necessary now until there has been some such preliminary survey.

This tentative plan of research was approved after full consideration by the Advisory Committee on Interracial Relations of the Social Science Research Council, upon their recommendation has been approved by the Committee on Problems and Policies of the same Council and adopted at the Hanover meeting of the Social Science Research Council in August, 1927, as one of the projects for which it is seeking funds.

IV. HOW THE CONFERENCE GREW UP: In March, 1925, at Cincinnati, Ohio, a National Interracial Conference, held under the auspices of the Commission on the Church and Race Relations of the Federal Council of Churches and the Commission on Interracial Cooperation, was attended by representatives of a number of agencies and organizations. This Conference impressed the leaders of national organizations interested in the question, and several informal meetings were held. Following such a meeting on June 30, 1926, of persons from eight national organizations interested and active in interracial work, an agreement was reached that another conference should be held and that all interested organizations be asked to join in promoting such a conference and that the sponsoring organizations appoint not more than two delegates on an executive committee to promote the project.

An Interim Committee of five was appointed to work out suggestions and plans. Fourteen of the seventeen organizations invited were represented at the first meeting on October 14, 1926. The recommendations of the Interim Committee were fully discussed at this meeting and it was decided that additional consideration was needed; a committee was appointed to present at the next meeting plans and programs for preliminary studies leading up to a national conference. This Committee on Plans and Program reported at a meeting on November 1, 1926, the objectives, methods of procedure, personnel, organization, etc., for the promotion of the conference. At this meeting the Executive Committee was formally organized and Miss Mary van Kleeck was elected temporary chairman with authorization to call the first regular meeting of the Executive Committee.

The Executive Committee was called and met December 2, 1926. The Temporary Chairman outlined the theme of the Conference as "Race Problems in the United States in the Light of Social Research," with the understanding that the conference should be regarded as distinctly designed for those professionally dealing with race problems rather than addressed to the general public. The offices of executive secretary and research secretary were created and a committee was appointed to prepare a budget.

V. PROPOSED BUDGET: The proposed budget total is $8,980 distributed as follows:

General administrative expenses preparatory to Conference	$2,200
Expenses of research	4,600
Expenses incidental to holding Conference.	730
Post-Conference expenses	1,450
TOTAL	$8,980

It is proposed (1) that the general administrative expenses be appropriated by the sponsoring organizations and agencies - $250 being asked from each agency; (2) that the expenses of research and publication be sought from foundations and individuals; (3) that the expenses incidental to holding the conference be met by registration fees, probably $5 from each delegate to the conference.

In addition to the contribution of funds, the Commission on the Church and Race Relations of the Federal Council of Churches has donated the services of its Secretary, Dr. George E. Haynes, as Executive Secretary for the Conference and the National Urban League has donated the services of its Research Secretary, Mr. Charles S. Johnson, as Research Secretary for the Conference.

VI. ORGANIZATIONS SPONSORING THE CONFERENCE:

American Friends Service Committee
American Social Hygiene Association
Commission on the Church and Race Relations, Federal Council of Churches
Commission on Interracial Cooperation
Council of Women for Home Missions
Fellowship for a Christian Social Order
Fellowship of Reconciliation
Home Missions Council
The Inquiry
National Association for the Advancement of Colored People
National Board, Y.W.C.A.
National Catholic Welfare Conference
National Council, Y.M.C.A.
National Federation of Settlements
National Urban League
Phelps-Stokes Fund
Social Service Commission, Protestant Episcopal Church

RESEARCH SECRETARY:
Mr. Charles S. Johnson
National Urban League
17 Madison Avenue
New York, N.Y.

EXECUTIVE SECRETARY:
Dr. George E. Haynes
Federal Council of Churches
105 East 22 Street
New York, N.Y.

Negro Study

NATIONAL INTERRACIAL CONFERENCE

SPONSORING ORGANIZATIONS

American Friends Service Committee, Interracial Section
American Social Hygiene Association
Commission on Interracial Cooperation
Council of Women for Home Missions
Federal Council of Churches, Commission on the Church and Race Relations
Fellowship of Reconciliation
Home Missions Council
The Inquiry
National Association for the Advancement of Colored People
National Board Y. W. C. A.
National Council Y. M. C. A.
National Federation of Settlements
National Urban League
Phelps-Stokes Fund
Protestant Episcopal Church, Department of Christian Social Service

MARY VAN KLEECK, *Chairman*
EUSTACE SELIGMAN, *Treasurer*

OFFICE OF EXECUTIVE SECRETARY
GEORGE E. HAYNES
105 East 22nd Street, New York

OFFICE OF RESEARCH SECRETARY
CHARLES S. JOHNSON
Fisk University, Nashville, Tenn.

RESEARCH COMMITTEE

GRAHAM R. TAYLOR, *Chairman*
GLENN A. BOWERS
LOUIS I. DUBLIN
JOSEPH A. HILL
GEORGE W. KIRCHWEY
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LEO WOLMAN
MONROE N. WORK

WOMEN'S BUREAU
DEC 1 1928
DEPARTMENT OF LABOR

November 30, 1928.

Miss Mary Anderson
U.S.Department of Labor
Washington, D.C.

My dear Miss Anderson:

Thank you kindly for your information about stenographic service for our Conference.

I look forward with pleasure to seeing you at the Conference.

Sincerely yours,

George E. Haynes

George E. Haynes
Executive Secretary

H-j

November 24, 1928.

Dr. George E. Haynes,
105 East 22nd Street,
New York, N. Y.

My dear Dr. Haynes:

Miss van Kleeck has asked me to send you the name of the company who reported the proceedings of the Women's Bureau conference in 1926. This company is Hart, Dice and Carlson, Columbian Building, Washington, D. C., and we found their work very satisfactory.

Very sincerely yours,

Mary Anderson, Director.

MA:IS

NATIONAL INTERRACIAL CONFERENCE

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105 East 22nd Street, New York

OFFICE OF RESEARCH SECRETARY
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17 Madison Avenue, New York

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LEO WOLMAN
MONROE N. WORK

November 22, 1928

WOMEN'S BUREAU
NOV 2 1928
DEPARTMENT OF LABOR

Miss Mary Anderson
Women's Bureau
Department of Labor
Washington, D. C.

My dear Miss Anderson:

Could you let me know the name of the company which has handled the proceedings of the conferences of the Women's Bureau? We are now making arrangements on this subject for the forthcoming National Interracial Conference. We want, of course, an expert operator. Would you reply to Dr. George E. Haynes, 105 East 22nd Street, as I am to be out of town all next week?

With many thanks, I am

Sincerely yours,

Mary van Kleeck

Chairman

MvK:T

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EUSTACE SELIGMAN, *Treasurer*

OFFICE OF EXECUTIVE SECRETARY
GEORGE E. HAYNES
105 East 22nd Street, New York

OFFICE OF RESEARCH SECRETARY
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FORRESTER B. WASHINGTON
LEO WOLMAN
MONROE N. WORK

December 13, 1928.

WOMEN'S BUREAU
DEC 13 1928
DEPARTMENT OF LABOR

Miss Mary Anderson,
Women's Bureau,
Department of Labor,
Washington, D. C.

Dear Miss Anderson:

I wrote the firm of Hart, Dice and Carlson November 30, asking for estimate cost of stenographic service for our Conference and waited for twelve days before hearing from them and then had to telegraph. They replied with a general estimate as follows. "Estimated cost stenographic service approximately four hundred sixty five dollars."

We want a little more detailed information than this and to know a little more accurately the approximate cost so I am writing a letter tonight asking them for this and would appreciate it if you would kindly call them by telephone indicating the importance of the Conference and the organizations represented with which they are dealing.

Thanking you for this courtesy, I remain

Yours sincerely,

George E. Haynes

George E. Haynes
Executive Secretary

H:M

December 10, 1928.

Miss Mary van Kleeck, Chairman,
National Interracial Conference,
130 E. 22nd Street,
New York, N. Y.

Dear Miss van Kleeck:

I shall be very glad to serve as a member of a Committee of Two with Prof. Charles H. Wesley of Howard University, to follow the discussion at the session on Industry and Agriculture, and to help with the summary to be given by Prof. Wesley at the evening session.

I am leaving for Detroit on Thursday afternoon for a three-day conference on Familial Relations, called by the Social Research Council. I expect to be back in Washington on Monday morning.

Sincerely yours,

Mary Anderson, Director.

MA:IS

NATIONAL INTERRACIAL CONFERENCE

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LEO WOLMAN
MONROE N. WORK

December 7,1928.

WOMEN'S BUREAU
DEC 1928
DEPARTMENT OF LABOR

Miss Mary Anderson
Women's Bureau -
Washington,D.C.

My dear Miss Anderson:

May I ask your service in connection with the program of the National Interracial Conference, as a member of a Committee of Two with Prof.Charles H.Wesley of Howard University, to follow the discussion at the session on Industry and Agriculture, and to assist in deciding upon the points of emphasis in the summary to be given by Prof.Wesley at the evening session?

The attached letter to Prof.Wesley will explain the plan.

Trusting that you will be able to accept this service, I am

Very sincerely yours,

Mary van Kleeck

Mary van Kleeck
Chairman

vK/j

December 7,1928.

Prof.Charles H.Wesley
Howard University
Washington,D.C.

My dear Prof.Wesley:

On behalf of the National Interracial Conference I write to ask for an important service in connection with our program. We ask you to summarize at the beginning of the evening session on Tuesday,December 18, the session on Industry and Agriculture which is held on the morning of the same day - and in preparation for the summary to serve as chairman of a Committee of Two with Miss Mary Anderson of the Women's Bureau,Department of Labor, as your associate to follow the entire session on Industry and Agriculture on the morning of the 18th, and to work out together the points to be included in the summary.

We regard these summaries, which are to be given in ten minutes each evening, as an exceedingly important part of the whole program. They are intended to remind the delegates of the important points brought out by the speakers at the corresponding day sessions and especially to stress the important trends in the discussion following the presentation of data. We believe it will facilitate the task if two persons rather than one follow the session from this point of view. The chairman of each discussion group will then present the material in the evening, bearing in mind that we shall have present at that time not only delegates but invited guests who have not heard the discussion during the day. This two-fold character of the audience increases the difficulty of the task of summary. The primary purpose is to give the delegates in retrospect a view of what has happened and this must always be the controlling object, with information to invited guests as desirable but a secondary consideration.

We hope very much that you will be able to perform this service for us. As we are about to send the program to the printer and it is only now that we have reached the point of designating summarizers of discussion I would appreciate your indicating your acceptance by wire.

Very sincerely yours,

Mary van Kleeck
Chairman

vK/j-

Interracial Conf.

130 EAST TWENTY-SECOND STREET
NEW YORK CITY

DEPARTMENT OF LABOR
JAN 14 1929
WOMAN'S BUREAU

January 12, 1929

Miss Mary Anderson
Women's Bureau
Department of Labor
Washington, D. C.

Dear Miss Anderson:

Dr. Alain Locke has written an interpretation of the National Interracial Conference for the January Mid-monthly issue of the Survey. After discarding one by one the keynotes which occurred to him as descriptive of the Conference -- such as "most representative," "unique," "historic," and "epoch-making," -- he finally chose after the last evening session the word "pentacostal."

Believing that Professor Locke's interpretation will interest you and will serve to focus the thought of all of us in retrospect upon the Conference and its significance for our own tasks, I take pleasure in sending you a reprint. If there be any persons who were not present and to whom you would like this article sent, I would be glad if you would notify Dr. George E. Haynes, Federal Council of Churches, 105 East 22nd Street, New York, who will either send the reprint direct or forward copies to you, as you prefer. The price to other than Conference members is ten cents.

May I take this opportunity to say also that the Research Secretary, Dr. Charles S. Johnson, who will be responsible for editing the proceedings, would welcome from every member of the Conference a memorandum of correction, addition or comment on any phase of the data and the discussion. These memoranda, formulated with the Conference in perspective, would have great value in influencing the content and emphasis of the published report. Will you not send such comment either to me or to Dr. Johnson at Fisk University, Nashville, Tennessee?

To all members of the Conference at this time, I wish to express appreciation of their cooperation which gave the discussions the significance of true group thinking.

Believe me,

Very sincerely yours,

Mary van Kleeck

MvK:B

NATIONAL INTERRACIAL CONFERENCE FOR THE STUDY AND DISCUSSION OF RACE PROBLEMS IN THE UNITED STATES IN THE LIGHT OF SOCIAL RESEARCH

WASHINGTON, D. C. DECEMBER 16-19, 1928

AN INTERPRETATION

BY

ALAIN LOCKE

Reprinted from The Survey Midmonthly, January 15, 1929

Obtainable from Dr. George E. Haynes, Federal Council of Churches, 105 East 22nd St., New York

Price ten cents

THE BOXED COMPASS OF OUR RACE RELATIONS

North and South: The Washington Conference on the American Negro

By ALAIN LOCKE

UNDER the transforming influence of the National Interracial Conference at Washington in mid-December, for many minds the color faded out of the color question. What they had thought of as a specific program addressed to the solution of the race problem became a national task, a crusade for social democracy as something necessary for all and as realizable only through large-scale collaboration.

Bi-racial, inter-sectional, the gathering embraced practical, scientific and humanitarian types of agencies. With each session I found myself letting out another notch in a search for the word that would express its keynote. I began with "most representative," certainly a safe description in view of the sixteen sponsoring organizations and the two hundred delegates from almost all of the groups interested indirectly and directly in Negro welfare. Soon I was forced on to "unique," then to "historic," next to "epoch-making," and now at the end of the closing evening session to an adjective I had never even thought of in a twentieth-century context—let alone in connection with a social-work conference—but nevertheless, the Washington session of the National Interracial Conference was "pentecostal." Of course, I shall have to explain.

When the digests prepared in advance by the Research Committee reached the attending members, their thoroughness gave assurance that at least there would issue a competent, scientific fact-finding report on the contemporary status and condition of the Negro in the United States. As the sessions progressed, came illuminating interplay from all of the angles of approach. Opportunities for reciprocal reenforcement between the various organizations opened out.

As result, many thought the organization of the conference as a continuing clearing house was inevitable. As it approached its close, however, there came the rumor—and finally the official announcement—that in the face of the overwhelming success of its project, the executive committee had decided to liquidate through a report of the proceedings and some later publication of the comprehensive data assembled during the past twelve months by the Research Committee. By this decision the conference elected not to become another permanent organization but to remain rather a vehicle for spreading at a crucial juncture a new spirit in the scientific and practical approach to the race question. The delegates were instructed to turn their common vision and their new attitudes toward each other back into their respective organizations and let these transform in whatever way they might their concepts of work and their mutual relationships.

And it was at that point that the meeting became, as I said at the beginning, pentecostal. For what the workers in this field most needed was that realization which the conference achieved of the essential unity of their cause, and the "gift of tongues" to hear in one another's programs and policies the practical evangelization in each province of the same great principles of social democracy. The conference opened the way for an abiding realization that the Negro problem is not sectional but national; that it differs only in degree and emphasis between North and South; that it cannot be either exclusively the white man's burden or the black man's burden, but is fundamentally interracial, both in its negative handicaps, its joint responsibilities and its possible positive benefits. That, further, it is neither exclusively educational, economic nor political, but a composite; and that religious and secular, philanthropic and public agencies must conjoin in resolving it. Again and again its rural and urban aspects were found to be interrelated; and dramatic instances cropped out more than once of the interactions between divergent schools of thought. Two notable illustrations may be given. First, the way in which the development of the industrial and technical program focussed at Hampton and Tuskegee had in twenty years necessitated collegiate programs of technical education, bridging the gap between vocational and professional training and allaying the previous antagonism between the Negro institutes and the Negro colleges. Philanthropy and public opinion now give both wings of Negro education support and benediction. Second, the way in which a local campaign by a militant northern protest organization for a federal anti-lynching enactment has, in part at least, stimulated southern opinion into a fairly successful campaign for the self-enforcement of law and order. It took a carefully planned and balanced conference to realize these *rapprochements* and to dramatize them intelligently and convincingly.

NO such representative body had, in fact, ever before convened for council and deliberation on the American race problem. Their collaboration in assembling the conference data assured a wide but competent discussion of the nine topics on the program: population, health, education, industry and agriculture, recreation, housing, law observance and administration, citizenship and race relations. Mary van Kleeck of the Russell Sage Foundation was the chairman and organizing spirit of the conference. Dr. George E. Haynes, of the Federal Council of Churches, Commission on Race Relations, was the competent executive secretary; and Dr. Charles S. Johnson, formerly of the Urban League and editor of Opportunity, but now head of the Social Science Department of Fisk University, was the research secretary, the results of whose labors met with deserved recognition in every section. Graham R. Taylor of the

Commonwealth Fund (former secretary of the Chicago Commission on Race Relations) and E. C. Carter of The Inquiry played creative roles. The presiding officers were Dr. R. R. Moton, principal of Tuskegee Institute, and Dr. Mordecai W. Johnson, president of Howard University which threw open its new medical school and auditorium for the evening sessions and social group meetings. So comprehensive an assembly naturally had many precursors. Several large-scale conferences on the Negro question were held some years back by the Southern Sociological Congress; the annual meetings of organizations like the National Association for the Advancement of Colored People and the National Urban League have for years taken on national proportions; learned bodies have frequently given over special sessions to phases of the subject. The tap-root of this Washington conference was a series of meetings of which Dr. Haynes was the promoting secretary, held under the auspices of the Federal Council of Churches, Commission on Race Relations, in particular, a national conference at Cincinnati, Ohio, sponsored also by the southern Commission on Interracial Cooperation. All these conferences were interracial. On the Negro side, important preparatory steps had been taken in Dean Kelly Miller's attempted consolidation of Negro organizations into a Sanhedrin Council (with its one somewhat historic meeting at Chicago in 1924), and more recently in last year's meeting of Negro leaders at Durham, North Carolina, which styled itself a Fact-Finding Conference.

These meetings had made for initial understandings and tolerance among the many divergent elements, but never before had the entire gamut of social thought and programs connected with the race problem been spanned in an effective conference. This was not done by a set of resolutions, however. Instead, the conference tried to project its discussions on a scientific plane, and gave up the major portion of its time to fact rather than opinion. The order of procedure was: distribution in advance of factual digests; summaries and interpretation at the opening of each session; a pause for drafting questions on the part of every one present; collation and discussion of the more important questions; and all questions to be later analyzed in the proceedings as an arsenal of suggestion of the practical and research problems involved.

The materials of the summarized reports had frequently been screened through several points of view. The result was that when interpretation was eventually sought it disclosed in most instances either an unexpected amount of substantial agreement between views generally thought hopelessly partisan and conflicting, or the vitality rather than the colorlessness of composite findings. A report, for example, on the subject of race relations which laid particular stress on the need for increased personal, cultural and professional relations between black and white citizens, came from an interracial, inter-sectional committee composed of two white southerners, one representing a liberal academic center, the other, a large corporate foundation, and a liberal northern Negro—and the report was a unanimous opinion. A scion of a prominent southern family with sympathy and apparent approval read the report of a veteran Negro reformer's analysis of the imperative need for full citizenship rights for the Negro. The successor of Booker T. Washington stressed participation in politics. The most vigorous examples of successful demands for an equitable distribution of public funds for schools and civic facilities came from a Negro minister of Louisville, Kentucky, and a Negro woman educator from Florida. At the closing evening session, Julius Rosenwald heard himself lauded at once as the man who had put, and stimulated putting, millions of dollars into the primary schools of the backward rural South, and on the other hand, as a benefactor of research in biology by a Negro scholar and as a conference member who missed several of the afternoon sessions in order to intercede for larger governmental appropriations for Howard University. A crime study by a white university expert filtered back to the conference with the interpretative comment of the executive secretary of the largest defense organization engaged in the Negro cause; and alongside a critical review of intelligence tests applied to Negro children, reports were made of tests and analyses of the attitudes of white students bearing on the formation and modification of race prejudice.

Men who for years had been holding public debate and controversy with one another met and chatted together. A southerner from the far South, commenting on the existence of ten or more interracial discussion groups among students in southern colleges, remarked that the presence of men and women of both races made the situation really simpler, less embarrassing and more natural.

As a result of tactful canvass by officers of the conference, four of the leading Washington hotels housed both the white and Negro members of the executive committee, thus opening up the civilized amenities of the national capital as an interracial conference center. This significant departure not only removed the embarrassments of many previous Washington conferences, but undoubtedly facilitated the business and affected wholesomely the atmosphere of the meeting. For racial discrimination thrust into the context of a conference trying to discuss class issues objectively and to find ways out of social dilemmas has about the same effect as wobbling the table in a laboratory.

When it is published, the conference data will undoubtedly present the most comprehensive and authoritative analysis of the contemporary situation of the Negro in America anywhere available. A foretaste of this new scientific race thought is afforded by the brilliant volume just issued by the American Academy of Political and Social Science with the cooperation of an editorial committee drawn largely from the conference group. With the systematic plan of the conference program as framework, the intention is not only to make a digest of all the important available sources of information but further, on the basis of the conference discussions, to indicate problems needing additional research, analysis and demonstration.

One of the primary aims of the conference was to challenge existing opinions in many fields. Loosely conceded conclusions about the Negro, hasty generalizations, and oversimplifications of what are very complex situations, were questioned in the course of investigation and discussion. The main drive of the conference seemed to be to reopen basic questions in every field, with an insistence on the need for supplementary data and fresh diagnosis.

A few examples can and should be given. Take the question of migration subsequent to the main shift northward and toward industrial centers directly due to stoppage of immigration and the demand of war industries. It was brought out that, contrary to current opinion, the continued movement seems to be larger in years of depression and, in more cases than is ordinarily thought, to be an actual flight from economic hardship and social terrorism. Dr. Louis I.

Dublin from his study of the race factor in death- and morbidity-rates held that these are primarily dependent upon livelihood and environment, and that the rapid improvement in these directions is very appreciably affecting Negro health. The Negro's "expectation of life today is the same as that of the white man of thirty years ago" was his general conclusion, and can be bettered accordingly.

In spite of the improvement in every province of Negro education there was no blinking of the great disparity between the expenditures from public tax funds for colored and white children. The former average only a third of the amount proportionately due and these averages conceal more flagrant discrepancies. It was pointed out that the millions poured in by philanthropic foundations into the private educational media of the South can never hope to compensate for this vast deficit in public expenditure. There was entire consensus on the need for rapidly increased expenditure of public moneys for Negro education and for a rapid approach to equitable distribution of tax funds not only for schools, but for all types of civic improvements.

Professor T. J. Woofter of the University of North Carolina gave the results of a recent survey of city centers, showing alarming sanitary conditions and direct and indirect exploitation in housing. There was encouragement in the successful demonstration of the Rockefeller-Dunbar model apartment housing scheme in Harlem, and in the projected Rosenwald unit on similar lines in Chicago.

In the field of industry, a number of careful studies disclosed the gradual industrialization of the Negro worker, with significant testimony here and there to his capacity. John P. Frey, at the evening session following, gave a commendably frank analysis of the dilemma of the American Federation of Labor with respect to the Negro worker. It was clear that with the general practice of limiting apprentices, the problem of Negro labor is even more that of lack of opportunity to acquire skill than of recognition and organization as a worker after trade-crafts have been learned.

Dr. W. E. B. Du Bois' treatment of citizenship was one of the most trenchant discussions of the conference. His own statistical survey as to the extent of disfranchisement obviously called for more exhaustive investigation of the entire field; with particular emphasis perhaps upon a study of the effect which limiting the civic privileges of Negroes has upon the general political conditions of these same localities. This paper and the discussion following it showed concert not only on fundamental theoretical principles of democracy, but upon the quite realistic, scientific claim that a disfranchised body results in political oligarchy, in miscarriage of party government, in venal political machinery, and in opportunity at least for the easier exploitation of the working class generally.

Race relations were pictured by Professor Herbert Adolphus Miller of Ohio State University, as having entered a changing and constructive stage, partly as a result of new scientific attitudes, partly as a reflex of the new world alignments of races and, especially in the United States, because the restriction of immigration has made the Negro question the dominating minority problem now before the country. Subsequent discussion and practically all the addresses of the final evening session brought out repeated emphasis on two characteristically new features of contemporary race contacts as distinguished from the old. Again and again the non-sentimentality of the modern type of approach was emphasized. The mutuality of the group gain was insisted upon. Common interest in constructive civic and cultural activities was put forward as the healthiest type of interracial contact possible. Edwin R. Embree of the Rosenwald Fund, Dr. Moton, Mr. Rosenwald himself, Canon Stokes of the Phelps Stokes Fund, John M. Glenn of the Russell Sage Foundation, President Johnson of Howard, and Mary van Kleeck in a final summary of the conference, all from slightly different angles urged that we capitalize the favorable trends of social thought and behavior to the point where their combined momentum will energize a powerful general drive toward larger social justice, consistent democratic practice, and more enlightened public opinion toward the Negro.

The conference did not settle the race question, of course, but it did settle many influential, representative minds, and it reenforced much isolated and lonely liberalism with the realization that a rapidly accumulating body of sound facts and human precedent are on the side of progress.

Among Those Present

The sponsoring organizations of the conference were:

Interracial Section of the American Friends Service Committee, American Social Hygiene Association, Commission on Interracial Cooperation, Council of Women for Home Missions, Commission on Race Relations of the Federal Council of Churches, Fellowship of Reconciliation, Home Missions Council, The Inquiry, National Association for the Advancement of Colored People, National Board of the Y. W. C. A., National Catholic Welfare Conference, National Council of the Y. M. C. A., National Federation of Settlements, National Urban League, Phelps Stokes Fund, Department of Social Service of the Protestant Episcopal Church.

Among the large boards and foundations represented were:

General Education Board, Laura Spelman Rockefeller Memorial Fund, Russell Sage Foundation, Julius Rosenwald Fund, Carnegie Corporation, Harmon Foundation, American Missionary Association, the U. S. Department of the Interior (in whose auditorium the morning and afternoon sessions were held), the U. S. Department of Labor, the Women's and Children's Bureaus, the departments of Public Welfare of several states—North Carolina, Pennsylvania, West Virginia had representation.

Many research organizations participated:

American Academy of Political and Social Science, International Labor Office, International Industrial Relations Association, Social Science Research Council, Institute of Social and Religious Research, Association for the Study of Negro Life and History. The universities of North Carolina, Chicago, Pennsylvania, Ohio State had unofficial representation, and among the Negro educational institutions, Howard, Fisk, Shaw, Clark and Virginia Union Universities, Morehouse College, many of the land grant colleges, Tuskegee and Hampton Institutes had delegates.

As typical of a large number of associations too numerous to mention in detail, may be instanced:

American Federation of Labor, Playground and Recreation Association of America, National Association of Colored Women's Clubs, American Medical Association, Central Conference of Jewish Rabbis.

NATIONAL INTERRACIAL CONFERENCE

RESEARCH COMMITTEE

GRAHAM R. TAYLOR, *Chairman*
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LOUIS I. DUBLIN
JOSEPH A. HILL
GEORGE W. KIRCHWEY
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ROBERT E. PARK
FORRESTER B. WASHINGTON
LEO WOLMAN
MONROE N. WORK

CHARLES S. JOHNSON
Research Secretary
17 Madison Avenue
New York City

OFFICERS OF
EXECUTIVE COMMITTEE

MARY VAN KLEECK, *Chairman*
GEORGE E. HAYNES, *Executive Secretary*
EUSTACE SELIGMAN, *Treasurer*

February 15th, 1929.

DEPARTMENT OF LABOR
FEB 16 1929
WOMAN'S BUREAU.

To the Members of the
National Interracial
Conference.

Dear Friend:

The Research Secretary of the Conference has on hand about seventy complete copies of the book containing the data and analyses which was furnished the members of the Conference. Several have asked for additional copies, and we thought probably other members may find use for those on hand.

They can be secured at $3.00 per copy, prepaid postage. We shall be very glad to receive orders with remittance of the amount as long as the supply lasts, and orders should be placed without delay as the supply will not be replenished. Of course, the proceedings of the Conference will be printed and published, but it will be a few months before these are completed and available.

Yours cordially,

George E. Haynes

George E. Haynes
Executive Secretary.

H-j

965

April 13, 1929.

Mr. Charles S. Johnson,
Research Secretary,
National Interracial Conference,
Fisk University,
Nashville, Tennessee.

My dear Mr. Johnson:

We have tried to answer your questions, but I am afraid that there are many answers that could be made to these questions. Your second question, for instance: there is an added reason why advancement will be slow. The industries today, while expanding, are not expanding in human beings - they are expanding in machines. In other words, they are doing more work today than ever before but with less workers Therefore any new group has a very small chance of being employed. The competition for jobs will be very keen and I suppose will have the added effect of lowering standards of employment.

Very sincerely yours,

Mary Anderson, Director.

MA:IS

Is it not true that the Negro female is losing out in personal service? So often newspapers are specifying white in their want ads. (8)

We have no data on this point. Newspaper ads would represent only a very partial source of information, and the situation would vary with the locality.

2. Since real moral and social advancement will be slow and almost impossible until Negro women and children are released from day labor and long hours what can be done to induce great industrial plants whose owners contribute to Negro charity and welfare to lift the industrial boycott and give the Negro jobs instead of charity? (38)

Similar questions might be asked in regard to white women workers in some industries. In the industrial evolution of a community the group newest in industry is the one given the least opportunity; and such a group must prove itself before being given more jobs. The following constructive steps should contribute to the solution of the problem stated, which will be necessarily a slow one:

1. Educational action looking toward the creation of more (OVER)

3. Are not the Federal officials nearest to the handling of Smith-Hughes and Smith-Lever funds in the South southern people who are probably more or less sympathetic with the southern idea of the "White Man's Burden"? Could not a Federal policy increase the number of Negro workers in the South and the salaries paid them? (40)

The Women's Bureau of the Department of Labor has no information on this subject. Requests for data should be sent to those Federal agencies that handle Smith-Hughes and Smith-Lever funds, namely, the Federal Board for Vocational Education.

4. Did home work of immigrants in the early days of the garment industry "obviate race friction?"

The survey of foreign-born women in industry made by the Women's Bureau naturally did not inner colored women. We have no data to show they ever do home work.

As to fact, the homework that immigrants did may have obviated race friction, i.e., with native white.

Ques. 2 (cont'd)

tolerant social attitudes.

2. Continued demonstration by Negro women of their capacity to fill positions whenever opened to them.

3. Collection and publication of data in regard to -

(a) Extent to which Negro women are excluded from jobs they are capable of filling as well as these are now filled.

(b) Extent to which Negro women are proving their capacity in new occupations

NATIONAL INTERRACIAL CONFERENCE

SPONSORING ORGANIZATIONS

American Friends Service Committee, Interracial Section
American Social Hygiene Association
Commission on Interracial Cooperation
Council of Women for Home Missions
Federal Council of Churches, Commission on the Church and Race Relations
Fellowship of Reconciliation
Home Missions Council
The Inquiry
National Association for the Advancement of Colored People
National Board Y. W. C. A.
National Catholic Welfare Conference
National Council Y. M. C. A.
National Federation of Settlements
National Urban League
Phelps-Stokes Fund
Protestant Episcopal Church, Department of Christian Social Service

MARY VAN KLEECK, *Chairman*
EUSTACE SELIGMAN, *Treasurer*

OFFICE OF EXECUTIVE SECRETARY
GEORGE E. HAYNES
105 East 22nd Street, New York

OFFICE OF RESEARCH SECRETARY
CHARLES S. JOHNSON
Fisk University, Nashville, Tenn.

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FORRESTER B. WASHINGTON
LEO WOLMAN
MONROE N. WORK

APR 3 1929

DEPARTMENT OF LABOR
APR 5 1929
WOMAN'S BUREAU.

Miss Mary Anderson, Director
Womens' Bureau, Department of Labor
Washington, D. C.

Dear Miss Anderson:

Last December the National Interracial Conference representing some eighteen national organizations with programs which touched intimately the Negro population, met in Washington to discuss the social aspects of Negro people in the light of research.

A research Committee of this body, whose names are listed above, over a period of a year preceding the Conference, assembled and sifted some twelve hundred studies of the Negro in the fields of health, housing, crime, industry and presented the summarized findings and statistical trends for the consideration of the Conference. These results are given in a Data Book of 300 pages.

During the discussion questions arose which can only be answered by persons in intimate touch with the results of scientific inquiry in the fields in point. Before the assembled data for the proceedings of this Conference are finally in shape for publication, the Research Committee desires that the enclosed questions, raised at the Conference and indicative of a general interest, be submitted to you for comment in the light of your study in the field of industry.

Sincerely yours,

Charles S. Johnson

enc.

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DEPARTMENT OF LABOR
JUL 26 1929
WOMAN'S BUREAU.

July 20, 1929

To the Members of
the National Interracial Conference.

Dear Friends:

You will recall that at the National Interracial Conference last December a Committee on Findings was appointed, charged with the task of reviewing the proceedings and gathering from them the suggestions or topics for further study on which action might be taken by the various organizations participating.

This report is ~~now enclosed~~ sent under separate cover. It consists of the summaries of all the Sessions prepared by the Committees of the Conference and presented at the evening Sessions, and it also contains the Committee's Report, which is in the form of an inventory of those subjects which need the continuing attention of all of us who took part in the meetings.

We ask that you read the report, checking those subjects which are or might be within the scope of activities of the organization which you represented or which might be included in your own program. We would then suggest that you bring these topics before the appropriate Committee of your organization, with the thought that attention might be given to them in your program for the future.

Will you not then make a report, either now or later, of the action which seems possible, so that the Committee on Findings may serve as a center of information to connect those who are contemplating work on the same problems? It may be desirable, also, to use this information in a report later to the members of the Conference as to the results which are already evident.

The delay in sending you this report has been due to the illness of members of the Committee charged with preparing it. But the problems discussed were of a continuing character which makes action now as important as it was last January. In some instances, we know that action has already been taken and we would be glad to be informed of its exact nature. Additional copies of this report are available at 25¢ per copy.

Very sincerely yours,

James Weldon Johnson

James Weldon Johnson
Chairman, Committee on Findings

MISC. SUBJECTS & ORGANIZ.

NEGRO WELFARE SURVEY COMMITTEE

ANALYSIS OF ECONOMIC SECTION OF NEGRO WELFARE SURVEY OF RICHMOND, VIRGINIA, 1928

Value of the Survey.....

Importance of study of economic condition of Richmond Negroes.....

Indications as to poverty among Richmond Negroes.....

Facilities for care of Negro dependents in Richmond.....

Employment of Negro population of Richmond.....

Earnings of laborers in Richmond and elsewhere.....

Earnings of bricklayers, carpenters, cement workers, and painters.....

Relative cost of living in Richmond.....

Earnings in slaughtering and meat packing.....

Low earnings of Negro women.....

Earnings in candy making.....

Earnings in canneries.....

Hours of Negro women in industry in Richmond.....

General Tables

Table 1. Average retail prices of food and of certain food products in 12 representative Southern cities, 1926, as reported by the U. S. Bureau of Labor Statistics.....

2. Number of establishments visited and number of white and of Negro women in Women's Bureau survey of Virginia, by industry...

3. Total daily and weekly scheduled hours for Negro women in Virginia and Richmond.....

4. Daily and weekly hours for Negro women included in surveys made by the U. S. Women's Bureau in seven Southern States and in Richmond.....

12-17-28-WM

U. S. Department of Labor
WOMEN'S BUREAU
Washington

ANALYSIS OF ECONOMIC SECTION OF NEGRO WELFARE SURVEY OF RICHMOND, VIRGINIA, 1928.

Value of the Survey

The material collected in the Negro Welfare Survey of Richmond gives, on the whole, an excellent picture of the situation of the Negro in Richmond and, in some of the divisions of the Survey, of the situations in Richmond as compared to that in localities having similar problems. It is apparent that an attempt is being made to attack a very complex social problem in as thorough and complete a fashion as possible, and to determine the causal factors the handling of which may advance or impede the general social progress of the community.

The Women's Bureau has devoted itself mainly to the analysis of the section on Economic Status and Dependency Problems, since it is that part of the study that comes more nearly within the province of the work of the Bureau and since it was understood that the Survey Committee desired that the Bureau consider more especially that section.

Importance of study of Economic Condition of Richmond Negroes.

The Bureau would urgently reiterate the suggestion of Dr. Will A. Alexander, Director of the Commission on Interracial Cooperation, "that a careful investigation be made of the economic conditions among Negroes." (Survey, economic section, page 10).

This type of study is rare, no doubt because of its great difficulty, but it is fundamental if the desire is to treat underlying causes rather than effects. In the present order of society, a reasonable amount of leisure time and a wage adjusted to the demands of decent living in any given place are indispensable bases upon which the physical and mental health of that place must rest. Upon these depends the possibility of securing

adequate housing, education and recreation, of effectively handling behavior problems, and of reducing delinquency, unfitness, and dependency. Where untoward conditions exist in any section of a city it is certain that they will react unfavorably upon the entire community.

The study of economic conditions in Richmond is of particular importance at this time, since, in common with other parts of the South, Richmond and Virginia are now experiencing an accelerated industrial development. This is a healthy condition if the current wages are adequate to the cost of living and if the improvement in hours of labor and in working conditions is keeping pace with the industrial growth. The measure of the factors involved and possibly also the adjustment of some of them is necessary as a basis for any permanent improvement in the social state of the city.

Indications as to Poverty among Richmond Negroes.

While Negroes formed 28.7 per cent of the population of Richmond in 1927, only a little more than 2 per cent of the city taxes assessed fell on their property. (Survey, housing section, page 1, and economic section, page 4). This may indicate what would be expected, the existence of a large degree of poverty among Negroes. In addition, while room rent in Richmond does not appear high compared to that elsewhere (Survey, housing section, page 5), various authorities testify to the fact that Negroes ordinarily have to pay more for accommodations less adequate than those obtained for smaller sums by whites.

The capacity of boarding homes is given at 503, of which 18.7 per cent are Negroes. (Survey, economic section, page 9). It is probable that even for whites such boarding facilities are inadequate to the need, and on the present basis those for Negroes would have to be increased about one-

half to provide for them in proprotion to the per cent they form of the population. Some expenditure for boarding accommodations that could be rented at a moderate price would appear to be much more simple than the solution of many of the other economic problems and would undoubtedly afford a return in helping to form a solution for certain types of behavior problems. In this connection, the Travellers' Aid Society suggests a special need for a moderate priced lodging place for men. (Survey, behavior section, page 8).

Facilities for Care of Negro Dependents in Richmond.

Of the 3,091 cases handled by the City Social Service Bureau in 1927 (Survey, economic section, page 5), 29.1 per cent were Negroes, and of the 1,849 cases of the Family Service Society during the same period (Survey, economic section, page 6), 28.5 per cent were Negroes, while of the $39,031.99 spent in relief by the latter, 26.5 per cent went to Negroes. This indicates the care of the Negro ppor in a proportion similar to that formed by their race in the population, but does it indicate their care in a proportion to the need that is suggested by the small per cent of the city tax assessed upon them?

The capacity of private institutions for adult dependents - exclusive of two institutions for whites - is given as 342. Of this space, that available for Negro dependents forms about 17 per cent (Survey, economic section, page 6), while Negroes in the population form 28.7 per cent. However, the proportion Negroes form of the 550 persons admitted to the City Home (Survey, economic section, page 5) is about 50 per cent, which is so far above their proportion in the population as to more than make up for the small proportion of space provided for them in the private institutions. Here again, the provision for Negroes should be compared rather with extent of their poverty than with their porportion in the population.

So far as institutional homes for children are concerned, the best authorities on social problems now advise against them and in favor of aid to mothers and of home placing. Since the extension of this type of facility is considered undesirable, therefore, it would be of little significance to consider the provision made for it, except for the fact that it is possible that owing to widespread Negro poverty, this method of handling will have to be continued somewhat longer for Negro than for white children.

The measure of a city's charity and of its care of adult dependents is by no means the measure of that city's well-being. If there is much poverty the needs of the poor must be met, but merely to continue to meet them is little more than a palliative measure. However efficient the organization for this purpose, it must be strongly supplemented by the formation and pursuit of policies leading to more permanent results. The Survey Committee would be wise to make some plan for measuring the degree of Negro poverty, for comparing it with the degree of white poverty in Richmond, and of white and Negro poverty elsewhere, and for noting the measurable factors that may have contributed to its diminution in other places. Undoubtedly the Department of Public Welfare or some other local agency has already secured data contributory to this phase of the study.

Employment of Negro population in Richmond.

The proportion of wage earners is larger in the Negro population of Richmond than in the white. The census of 1920 gives the white population as 117,574, the Negro as 54,041. 1/ The number of white children under 10 years

1/ U. S. Bureau of the Census. Fourteenth census: 1920. v. 3. Population. Page 45, table 11.

of age was 21,573, of Negroes 9,287. 2/ The number of persons 10 years of age,

2/ Ibid. p. 1,060, table 5.

and over engaged in gainful occupations was 49,762 whites and 30,030 Negroes. 3/

3/ U. S. Bureau of the Census. Fourteenth census: 1920. v.4, Population, Occupations, p. 368, table 13.

Since the Virginia child labor law does not admit of the employment of children under 12 in any occupation, these figures are fairly complete designations of the wage-earning population, which is 51.8 per cent of the total white, 67.1 per cent of the total Negro population, each of the age of 10 years or over.

In the industries for which the survey report gives the numbers of white and Negro workers, Negroes formed the following proportions of the wage earners - salaried workers excluded: 4/

4/ The figures taken from the Report of the Virginia Commissioner of Labor give the numbers of white and of Negro wage earners, but it is not stated whether any of the salaried workers were Negroes. In estimating the proportion of Negroes in the industry, therefore, the total of wage earners only has been taken and salaried workers have been left out of account. If few of the salaried workers in an industry were Negroes, it would make the proportion of Negroes to all workers in that industry smaller than the proportion of Negroes to all wage earners in the industry.

Fertilizer and guano	87.5
Canneries	71.3
Candy and chewing gum	71.2
Brick and tile	65.6
Tobacco	64.2
Abattoirs and meat packing	48.5
Bakery products	23.9

(Survey, economic section, pages 2 and 3)

A study of industries in which such large proportions of Negroes are employed would yield information which would throw light upon their general economic situation.

Economic Status of the Negro Worker in Richmond.

The importance of firm economic foundations as a basis for

reducing dependency and delinquency and for assisting in the solution of other social problems has already been emphasized.

In most of the cases cited Negroes received less than white workers. (Survey, economic section, pages 1 and 2). Some attention should also be given to the adequacy of earnings in the more important Negro-employing industries of Richmond as compared to those in the same industries in cities similar in location or in composition of population. Such a comparison may be made by considering rates taken from the Report of the Virginia Commissioner of Labor in connection with such records as are available in regard to earnings in the same industries, and where possible in the same occupations, elsewhere. Data which may be used for this purpose are made available by two bureaus in the U. S. Department of Labor, the Bureau of Labor Statistics and the Women's Bureau.

The Bureau of Labor Statistics reports the wage rates of common labor and the union wage scales of bricklayers, carpenters, cement finishers, and painters, and has made a recent study of the meat packing industry. The Women's Bureau has made studies of candy making in two large cities and of canneries in two States, both industries involving many women workers, will shortly publish a study of Negro women in industry in 15 States, and is soon to complete a study of women in the slaughtering and meat packing industry, and a study of laundry workers in 22 cities in 16 States, some of which are in the South.

As a corollary to the information in regard to relative wage payments in Richmond, it would be necessary to ascertain the cost of living in Richmond as compared to that in other cities, and the cost for Negroes as compared to that for whites. For the former the cost of living figures compiled by the Bureau of Labor Statistics may be used; for the latter,

it is probable that the best approach would be in a comparison of the living costs of whites and Negroes who were working in the same industries and for whom earnings could be ascertained.

While it has been indicated that the cost of rooms tends to be higher for Negroes than for whites, a much smaller proportion of the former than of the latter are paid at the highest rates in the seven industries reported, in five of which, as has been stated, there are more Negro than white wage earners. (Survey, economic section, pages 2 and 3).

The proportion of all the workers in each industry who received the highest earnings can be ascertained, but the exact proportions of whites and of Negroes receiving the highest earnings can not be given, since the data does not include the following: number of the salaried workers who were Negroes, if any; number of those receiving the highest earnings who were salaried white or salaried Negroes, and number who were wage earners. In addition, in order to form a still more accurate idea of relative payments, it would be necessary to know the differences in the types of occupations engaged in by whites and by Negroes in cases in which they were in exactly the same occupations, and the earnings of each racial group.

Earnings of Laborers in Richmond and elsewhere.

In the list of occupations under "General Contracting" in the Report of the Virginia Commissioner, the wage of laborers is given at $3.25 per day for white and $3.06 for Negro workers. (Survey, economic section, page.1). On January 1st, 1927, the average entrance rate for 125,720 adult male common laborers in 13 important industries was found by the Bureau of Labor Statistics to be 43.2 cents per hour; in July it was 42.6 cents. 5/

5/ U. S. Bureau of Labor Statistics. Monthly Labor Review, vol. 25, no.4. October 1927. pp. 126, 127.

In a 44-hour week this would mean $19.00 in January, $18.74 in July. The Virginia figures for whites would give $17.87, for Negroes $16.83, where a Saturday half-holiday was allowed. For the South Atlantic States, the Bureau of Labor Statistics found the average entrance rate for 13,741 laborers to be 31.5 cents, and at 44 hours this would yield weekly earnings of only $13.86, a figure considerably below that of the earnings of Negro labor in Richmond. Even with a 50-hour week, the South Atlantic average would bring in only $15.75.

Earnings of bricklayers, carpenters, cement workers, and painters.

Records of union scales of wages and hours in Richmond and in other Southern cities show a 44-hour week prevailing for bricklayers, carpenters, cement finishers, and painters. In Richmond the hourly rate for bricklayers during 1927 is given at $1.25, the lowest except that of Charleston, S. C., which was $1. Other cities reported in the United States having a rate of $1.25 were Fall River, Minneapolis, New Orleans, and St. Paul. Of other cities in the south, Atlanta had a rate of $1.40, Jacksonville, Louisville, and Birmingham of $1.50, Baltimore of $1.625, and Memphis of $1.625.

The rate in Richmond in comparison with that in other cities came somewhat farther up in the list for carpenters than for bricklayers. The Richmond rate was 90 cents, that of Charleston for 44 hours was 75 cents, of Atlanta 80 cents. Jacksonville, Louisville, Memphis, and Birmingham had a rate of $1.00, Baltimore of $1.10.

For cement finishers the Richmond rate was $1.00, Atlanta and St. Paul having the same, Memphis $1.125, and Birmingham, Baltimore, Jacksonville, and Louisville, $1.25.

Richmond painters had a rate of 50 cents, those of Charleston 55, of Atlanta 65, of Baltimore and Jacksonville, $1.00, and of Birmingham, Louisville, and Memphis, $1.125.

The foregoing are union wage rates. Such rates in Richmond were higher for bricklayers than for those in the other occupations and compared not unfavorably with those in 2 other Southern cities, falling below those in 6. For carpenters, cement finishers, and painters the Richmond rates compared less favorably with those of other Southern cities. Rates in those industries in Richmond usually did not compare favorably with those in parts of the country other than the South. There is indication that many of the workers in Richmond in those industries do not benefit by a week's wage so high as that formed by the union hourly average received during a 44-hour week, since the average daily wage rate current in 1927, as given in the Report of the Virginia Commissioner, forms a weekly rate for both white and Negro carpenters, cement workers, and painters, and for Negro bricklayers, below the union rate. 6/

6/ U. S. Bureau of Labor Statistics. Monthly Labor Review. Vol. 25, no. 3. September 1927, pp. 113 - 126.

Relative cost of living in Richmond.

Unless the cost of living in Richmond is considerably below that in other Southern cities, the wages received there would seem, from the data in regard to the industries discussed in the foregoing, to be somewhat less adequate than wages elsewhere. The per cent of increase in the cost of living from December 1917 to December 1926 has been estimated for Atlanta, Birmingham, Memphis, New Orleans, and Richmond, respectively, as 17.4, 17.8, 19.9, 21.7, and 19.3 per cent. 7/

7/ U. S. Bureau of Labor Statistics. Monthly Labor Review. Vol. 24, no. 2. February 1927, pp. 176 - 180.

In this list Richmond stands midway in increase in living cost.

While it is difficult to estimate relative living costs, some indication may be obtained from the retail prices in different cities. In December, 1926, the average price of bituminous coal per ton of 2000 lbs. was higher than in Richmond in only 3 of 12 representative Southern cities reported by the Bureau of Labor Statistics. §/ The average retail prices of

§/ U. S. Bureau of Labor Statistics. Retail prices 1890 to 1926. Bul. no. 445, 1927, pp. 202 - 207.

43 food products during 1926 are available for the same cities. If 12 of the more important of these staples be considered, it is found that prices of fresh milk, bread, fresh eggs, and rolled oats were comparatively low in Richmond, while prices of meats, butter, potatoes, and bananas were relatively high. The prices of coal and of the 12 food products in 12 representative Southern cities may be seen from Table 1, appended.

Fresh eggs and bread cost more in Baltimore than in Richmond, 7 of the 12 food products included more in Atlanta, 8 of the 12 more in Birmingham, coal and milk more in Houston. Among the 12 representative Southern cities Richmond stands third in low price of fresh milk, fourth in that of bread, fifth in that of fresh eggs and of rolled oats, sixth in that of coffee, eighth in that of hens and of potatoes, ninth in that of coal and of round steak, eleventh in that of chuck roast and of bananas, while lamb and butter are higher in Richmond than in any other of the 12 cities.

From these data it would appear that the cost of living is no lower in Richmond than elsewhere in the South, while the earning possibility is somewhat less for one of the poorer sections of the population as shown by consideration of the earnings of laborers, and for workers in those few unionized trades for which data are available.

Earnings in slaughtering and meat packing.

About one-fourth of these workers in abattoirs and meat packing plants for whom earnings were reported by the Virginia Commissioner received over $25 per week, although even if there were no Negro salaried workers the proportion of the Negro wage earners who received so much would amount to only 2.3 per cent. (Survey, economic section, p. 2). A study made by the Bureau of Labor Statistics of 50,207 men in 86 slaughtering and meat packing establishments at the end of 1927 showed the average full-time weekly earnings to be $25.64, so that more than one-half must have received over $25, or the earnings of an appreciable proportion must have been considerably higher. 9/ In the same study, however, 7,146 women had average weekly earnings of only $17.87, and the men and women together had an average of $24.70. Of these workers, 637 in 2 plants in Maryland had an average of $25.28; 2,138 in 5 plants in Texas an average of $23.15; 1,030 in 2 plants in Oklahoma an average of $21.98; and 172 in 3 establishments in Florida and Georgia an average of only $19.97.

9/ U. S. Bureau of Labor Statistics. Monthly Labor Review. Vol. 26, No. 4, April 1928, pp. 105 - 115.

Occupations of the 599 Negroes included in the Virginia Report are not given, and it would be obviously unfair to attempt a complete comparison with the earnings reported by the Bureau of Labor Statistics for any particular occupations. In a recent study of Negro women made by the Women's Bureau, however, 880 of the workers included were in 9 slaughtering and meat packing establishments in 3 States, and of these many were in occupations such that they would be classified under labor or general work. It will not be out of place to note the average earnings of male laborers as reported in the

Bureau of Labor Statistics study. These were as follows:

874 in cattle killing departments	$22.28
818 in hog killing departments	22.54
133 in casing departments	22.29
995 in sausage departments	21.69
398 in canning departments	21.26

It will be seen that none of these 3,218 laborers received as much as $25. General workers earned somewhat more than laborers, the average for 92 in casing departments being $28.03, and for 96 in canning departments, $24.04. Laborers in the districts studied which included establishments in the Southern States, Florida, Georgia, Maryland, Oklahoma, and Texas, received less than did those in the districts including States in other sections, 14 in hog killing having an average of $20.36, and 33 others an average of $16.24; 20 in cattle killing an average of $16.44 and 92 others an average of $19.48. The average earnings of the women were below those of the men in every department where both men and women worked. In casing departments, 204 women general workers had average earnings of $18.54, 185 in sausage departments an average of $17.66, and 252 in canning departments an average of $16.70. 10/

10/ Ibid. pp. 106-114.

While the foregoing data give some basis for comparisons, these could not be exact without more complete information as to the average earnings of the Negro wage earners in this industry in Richmond, both male and female, and the occupations, especially those of the 14 who received above $25.

Low earnings of Negro women.

It is apparent that among Negroes as among whites, women earn less than do men. That earnings in Virginia are lowest in the industries employing many women is indicated by the fact that in each of the three of

these so reported, candy and chewing gum, canning, and tobacco, the range of highest earnings was lower than in any of the other industries reported. (Survey, economic section, pages 2 and 3.) The proprotion of workers receiving the highest earnings was smaller in candy and chewing gum, in canneries and in tobacco than in abattoirs and bakeries, presumably employing more men. Fertilizer and guano plants had the largest proportion of Negro wage earners, while next in order came canning and candy and chewing gum.

Without knowing the number of women it can be less accurately ascertained whether a larger proportion of Negroes than of women were affected by the low pay. In the third of the woman-employing industries, however, and that in which the high range of earnings was lowest of all, tobacco, the proportionNegroes formed of the total number of wage earners was somewhat smaller than in brick and tile plants, in which the employees were chiefly men, and the average daily wage rates reported for bricklayers were high in relation to those in other branches in general contracting. (Survey, economic section, page 1.)

Earnings in candy making.

In the candy and chewing gum plants reported in Virginia, 9.6 per cent of all workers received over $20. If there were no Negroes on salaries, the proportion of the Negro wage earners receiving these earnings would amount to only 2.2 per cent, although 71.2 per cent of the 1,762 wage earners reported were Negroes. The Women's Bureau recorded the earnings of 1,832 women in candy plants in Chicago and 579 in St. Louis at the end of February, 1921, a time which, while it included the pre-Easter activities, the second high peak period in the year's work in the industry, fell within the months of heavy post-war depression. At that time 14.6 per cent of the Chicago and

5 per cent of the St. Louis workers received $20 or over, a proportion much higher than that of the Virginia Negroes receiving similar amounts in 1927, and in Chicago higher than that of both the Virginia white and Negro workers together who received $20 or over. 11/

11/ U. S. Women's Bureau. Women in the Candy Industry in Chicago and St. Louis. Bul. 25, 1923, p. 25.

Earnings in canneries.

In the canneries included in the report of the Virginia Commissioner only 2 per cent of all those reported received $20 or over. If there were no Negro salaried workers, the number of Negroes receiving these sums would amount to only 3 per cent of the Negro wage earners, although 71.3 per cent of the 3,546 wage earners reported were Negroes. (Survey, economic section, page 3). Comparisons may be made with studies of women in the same industry in Washington in 1926 and in Delaware 1924. It must be remembered that these are studies of women only, while the Virginia figures for Negroes include both men and women.

Of the 2,876 reported in fruit and vegetable canneries in Washington, 171, nearly 6 per cent, received $20 or over for the week. Of these 1,182 had worked for 40 hours or longer or on 6 days of the week, and of these latter 14.4 per cent received the equivalent of $20 or over. In Delaware the data in regard to white and Negro women were separately given. Only 2.6 per cent of the 797 white women included received $20 or over. Of these 304 had worked for 50 hours or over or for 6 days, and of these latter 6.6 per cent received $20 or over. Of the 179 Negro women studied, 14 had worked for 5 days or over, and of these only 8 received as much as $10 and none as high as $18. 12/

12/ U. S. Women's Bureau. Women in the fruit growing and canning industries in the State of Washington. Bul. no. 47, 1926. Pp. 195 - 198. Ibid. Women's employment in vegetable canneries in Delaware. Bul. no. 62, 1927. Pp. 5, 6.

A larger proportion of the workers reported in the Washington fruit and vegetable canneries than of those in the Virginia canneries had earnings in the higher ranges. Such earnings were received by a larger proportion of the white women in Virginia than in Delaware, but a smaller proportion of Virginia Negroes appear to have been so paid. Some Virginia Negroes, however, were much better paid than any of the Negro women in Delaware, only 5 of whom received $10 or over, none as much as $15, and 77.7 per cent less than $7. The earnings of the Virginia workers who worked full time are not separately listed.

Earnings in Tobacco.

In the tobbcco plants included in the Virginia Report, the highest range of earnings, $15 or over, was lower than that in any other industry given. Week's earnings of $15 or over were received by 13.6 per cent of all the workers reported, the proportion of Negroes receiving such amounts, provided no Negroes were on salaries, would run to only 7.2 per cent, although 64.2 per cent of the wage earners reported in the industry were Negroes. Here again it would be necessary to know the exact occupations engaged in before entirely accurate comparisons could be made.

Studies made by the U. S. Women's Bureau in cigar and tobacco factories in 7 States have shown that the earnings of Negro women in this industry are ordinarily quite low, although a few cases of comparatively high earnings may be found. In 1 establishment in Georgia, the median of the earnings of 66 Negro women was only $6.55, although the period of survey was during the post-war high price peak; the yearly median for 5 of these women was only $413. The median means that one-half of the number given earned more, one-half less, than the median figure. If a woman earned only $6.55 she would have to

work 63 weeks, or a full year and 11 weeks, to earn $413. To earn the same amount at $18 per week would take about 23 full weeks, considerably less than half the year. In each of 4 States the median of the Negro women for whom year's earnings were reported was less than that in Georgia. In Ohio for 21 women surveyed in 1922 and in Kentucky for 25 studied at the end of 1921, during a depressed period, the median of year's earnings was higher than that for the 5 Georgia women. Table 2, appended, shows the medians of earnings of the Negro women studied by the Women's Bureau in the States of Georgia, Kentucky, Missouri, New Jersey, Ohio, South Carolina, and Tennessee, the variation between the rates bargained for and the amounts actually earned by those women for whom both rates and earnings were reported, and the year's earnings reported.

In a few cases in certain occupations relatively high rates of pay or relatively high earnings were recorded. In Kentucky in 1921 a drum operator with a rate of $16.50 earned $17.50; a box truck girl had a rate of $19, though earning that week only $8.40; and of 3 others with a rate of $15, one earned $15.60, one $14.10.

In Missouri, studied in April 1922, 4 feeders had respective week's earnings of $11.50, $15.45, $16.20, and $20.25. The median of the rates ffor 15 pickers was $15.20, but that of their earnings only $12.50. The median of the rate for 20 leaf spreaders was $15.25, but only 10 of these earned $12.65 or over. The median of the rate for 5 leaf shakers was $15.50, of their earnings $15.25; of the rate for 13 wringers $15.90, of their earnings $15.50.

In Ohio, studied in September 1922, when industry had practically recovered from the depression that was at its lowest point in 1921, 4 leaf

spreaders earned, respectively, $16.10, $22.19, $23.92, and $25.20.

Tennessee was studied early in 1925. One Negro woman who wrapped, packed, and boxed tobacco received $16.50. The median of year's earnings of 5 twisters was $725, the highest year's median found in any occupation in tobacco factories. The number involved was, however, very small. The median week's earnings for the 48 reported was $12.60, and to earn $725 a worker receiving $12.60 would have to work slightly over 57 full weeks. One-fourth of the total number reported both rates and earnings, and the median of the earnings of these 12 women was $7.15, the median of their rates only $7.10.

Hours of Negro women in industry in Richmond.

In view of the fact that the health of women is of especial importance to the community and to the race, and that many authorities have testified to the danger of too intense a fatigue from long hours of labor, it is of value to consider one other phase of the economic condition of Negroes in Richmond: The relative length of the hours of labor prevailing for women.

The matter of the length of working hours is of especial importance in relation to women, since shorter hours have been obtained by the labor unions to a much greater extent for occupations engaged in by women. Although data are not given in regard to the extent of organization of Negro men in Richmond, and they are probably less widely organized than white men (Survey, economic section, page 2), they have undoubtedly benefitted more than have Negro women from the shortening of hours in industries in which more men than women are engaged.

Two additional reasons for the particular importance to the community of hours of a reasonable length for women workers are well expressed

in the following quotations:

> Although men frequently have some home responsibilities it is a well established fact that women, on the whole, carry a much heavier burden in this respect. Special emphasis, therefore, must be laid on the fact that the problem of homeresponsibilities makes a shorter working day of even greater necessity to the woman in industry than to the man. 13/

13/ U. S. Women's Bureau. Standard and scheduled hours of work for women in industry. Bul. No. 43. 1925. p. 9.

> Experience has shown us that women have suffered from industrial conditions, and that they have actually suffered in a way that men have not, because women are the bearers of children and responsible for taking care of the home. 14/

14/ U. S. Women's Bureau. What industry means to women workers. By Mary van Kleeck. Bul. No. 31. 1923. p. 6 .

The foregoing statements would appear to apply with even greater force to the Negro than to the white population of Richmond, since in 1920, the latest date for which figures are available, a much larger proportion of employed Negro women than of employed white women in Richmond were married. Of the 13,550 white women engaged in gainful occupations in Richmond in 1920, 12.6 per cent were married, while of the 13,084 Negro women so engaged 40.3 per cent were married. (Survey, economic section, page 10).

At the request of the Governor of Virginia and in cooperation with the Bureau of Labor and Industrial Statistics in the State, the U. S. Women's Bureau made a study of the hours and conditions of 9,819 women in representative Virginia manufacturing industries in 1919. More than one-third of these women were employed in Richmond, and nearly one-half of those studied in Richmond were Negro women employed in 25 plants, 10 of which were tobacco factories. About 42 per cent of all the white and about 39 per cent of all the Negro women studied worked in Richmond. From these data separate tabulations for Richmond women had not heretofore been made, nor had the

data been tabulated separately for Negro women. This has now been done for the hours of Negro women, and, in addition, data have been prepared for a comparison of the hours of Negro women in Richmond, and in Virginia, with those in 6 other Southern States in which the Bureau has made similar studies. These data may be studied from the appended tables, 3, 4, and 5.

As would be expected, a very large proportion of the Negro women included, 58.3 per cent in Richmond and 63.9 per cent in Virginia, 15/

15/ Inclusive of Richmond in every case.

had a schedule of 10 hours, the ordinary legal maximum in Virginia. In the State 7.6 per cent had a 12-hour day, but none in Richmond had so long a schedule. In Richmond 30.8 per cent, and in Virginia 16.7 per cent, had a day of over 9 and under 10 hours, while 8.7 per cent in Richmond had a 9-hour schedule, and 2.3 per cent one of over 8 and under 9.

A more complete story is told by considering length of weekly hours, which, for a 10-hour day, would be 60 hours in a 6-day week, or 55 where a Saturday half-holiday was given. More than 40 per cent of the Richmond Negroes included and nearly 30 per cent of those in Virginia had a schedule of less than 55 hours. None in Richmond had a week of 58 hours or over, although 7.6 in Virginia had a schedule of 60 hours or more.

Of those studied in Richmond 41.7 per cent had a day of less than 10 hours, and states in which a larger proportion of those studied had a day of less than 10 hours were Alabama, Georgia, South Carolina, Kentucky, and Tennessee; in Alabama 44.5 per cent and in Georgia 23.9 per cent had a schedule of more than 10 hours, while in South Carolina and in Tennessee, as in Richmond, none had a day above 10 hours. In Mississippi 45.1 per cent had a 10-hour day, 37.7 per cent a day of over 10 hours. From these data it would appear that daily hours were shorter for larger proportions of the

Negro women studied in South Carolina and in Tennessee than for those studied in Richmond, shorter in Kentucky than in Virginia, while Alabama and Georgia had larger proportions at shorter but also larger proportions at longer hours than had Richmond. In Richmond 58.3 per cent of the workers had a schedule of 55 hours or over, and in Virginia 41.8 per cent had a schedule of this length.

States in which a larger proportion than that in Richmond worked for 54 hours or less per week were Georgia, Kentucky, South Carolina, and Tennessee. The proportion of employed Negro women who had the longer hour schedules in Alabama was nearly the same as in Richmond and greater than in Virginia, while in Mississippi 83.2 per cent of those included had a week of 55 hours or longer, as against 58.3 per cent in Richmond having a week of such length.

12-6,1928-NM

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Table 1. - Average retail prices of coal and of certain food products in 12 Southern cities, 1926, as reported by th

City	Bituminous coal, per ton of 2000 lbs. Dec. 15, 1926	Average retail price for 1926 of - Round steak (lb)	Chuck roast (lb)	Lamb (lb)	Hens (lb)	Fresh milk (qt)	Butter (lb)	Fresh eggs (doz.)	Bread (lb)
Atlanta	$ 9.10	36.1	23.8	38.1	37.	19.4	56.3	45.9	10.6
Baltimore	8.38	35.8	21.8	39.7	40.5	13.3	57.5	46.4	9.8
Birmingham	8.09	35.2	22.8	38.1	36.8	19.3	57.8	46.1	10.3
Charleston, S.C.	11.00	30.8	20.1	42.2	40.1	18.2	53.2	50.6	10.4
Houston	13.50	31.9	20.2	35.9	37.7	16.0	51.8	39.7	8.9
Jacksonville	14.00	32.2	20.6	39.2	40.2	22.1	55.1	53.0	11.0
Louisville	8.40	30.9	19.3	39.9	38.2	12.4	53.8	42.5	9.3
Memphis	8.78	33.1	19.3	39.5	32.9	15.0	51.8	41.7	9.7
New Orleans	11.21	30.9	21.1	39.2	38.3	14.0	53.2	43.6	8.9
Norfolk	10.25	34.4	23.0	40.3	39.4	17.5	55.7	47.6	9.1
Richmond	11.84	35.1	23.2	45.6	38.7	14.0	58.6	45.4	9.5
Savannah	13.50	28.0	18.5	40.6	35.7	17.1	55.8	48.3	10.5

1/ U. S. Department of Labor. Bureau of Labor Statistics. Retail prices 1890 to 1926. Bulletin 445. 1927. Table 13, pp
2/ Price given in cents.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

coal and of certain food products in 12 Southern cities, 1926, as reported by the U. S. Bureau of Labor Statistics 1/

...ge retail price for 1926 of -											
...k roast (lb)	Lamb (lb)	Hens (lb)	Fresh milk (qt)	Butter (lb)	Fresh eggs (doz.)	Bread (lb)	Rolled oats (lb)	Potatoes (lb)	Coffee (lb)	Bananas (doz)
23.8	38.1	37.	19.4	56.3	45.9	10.6	9.6	6.0	51.4	28.1
21.8	39.7	40.5	13.3	57.5	46.4	9.8	8.4	5.1	47.7	25.7
22.8	38.1	36.8	19.3	57.8	46.1	10.3	10.0	6.2	54.1	38.0
20.1	42.2	40.1	18.2	53.2	50.6	10.4	9.5	5.3	46.4	36.5
20.2	35.9	37.7	16.0	51.8	39.7	8.9	9.0	5.5	45.1	28.7
20.6	39.2	40.2	22.1	55.1	53.0	11.0	9.6	6.3	50.7	28.7
19.3	39.9	38.2	12.4	53.8	42.5	9.3	8.4	5.0	50.4	36.0
19.3	39.5	32.9	15.0	51.8	41.7	9.7	9.3	5.4	51.0	32.4
21.1	39.2	38.3	14.0	53.2	43.6	8.9	9.0	5.1	36.4	16.6
23.0	40.3	39.4	17.5	55.7	47.6	9.7	8.5	5.3	50.4	33.4
23.2	45.6	38.7	14.0	58.6	45.4	9.5	9.0	5.8	49.5	37.0
18.5	40.6	35.7	17.1	55.8	48.3	10.5	8.9	5.8	48.6	32.0

Labor Statistics. Retail prices 1890 to 1926. Bulletin 445. 1927. Table 13, pp.58-159 and Table 16, pp. 202 - 207.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

X. — Number of establishments visited and number of white and Negro women in Women's Bureau survey of Virginia, by industry, 1919

Industry	Virginia (Including Richmond)						Richmond only					
	Total		White		Negro		Total		White		Negro	
	Establishment	Women	Establishment	Women	Establishment	Women	Establishment	Women	Establishment	Women	Establishment	Women
Total	67	9,819	39	4,966	67	4,853	25	3,961	19	2,090	25	1,871
Manufacturing:												
Clothing	2	109	2	95	2	14	1	63	1	60	1	3
Food products--												
Bakeries	4	54	2	34	4	20	2	39	1	32	2	7
Candy	5	191	4	44	5	147	1	39	1	3	1	36
Meat packing	1	7	1	1	1	6	1	7	1	1	1	6
Nuts	4	203	-	-	4	203	-	-	-	-	-	-
Other food	2	37	1	30	2	7	2	37	1	30	2	7
Glass	1	10	1	5	1	5	-	-	-	-	-	-
Paper and paper products	3	55	3	36	3	19	3	55	3	36	3	19
Textiles --												
Cotton yard goods	3	1,824	3	1,684	3	140	-	-	-	-	-	-
Hosiery and knit goods	2	328	2	203	2	125	-	-	-	-	-	-
Tobacco products --												
Cigars	8	1,170	8	1,024	8	146	4	822	4	731	4	91
Tobacco	29	5,714	11	1,802	29	3,912	10	2,873	6	1,189	10	1,684
Wood products--												
Boxes	1	81	-	-	1	81	-	-	-	-	-	-
Other wood	1	26	1	8	1	18	1	26	1	8	1	18
Miscellaneous manufacturing (rags for paper)	1	10	-	-	1	10	-	-	-	-	-	-

DEPARTMENT OF LABOR

No. 204
Ed. 4-19-28—300,000 GPO

U. S. Department of Labor
WOMEN'S BUREAU
Washington

~~Extent of the 10-hour day~~ ily & weekly hours for Negro women included in surveys made by the U. S. Women's Bureau in seven Southern States and in Richmond

State	Scheduled daily hours								Scheduled weekly hours					
	Total		Under 10 hours		10 hours		Over 10 hours		Total		Over 54 hours		55 hours and over	
	Women	Per cent	Women	Per cent	Women	Per cent	Women	Per cent	Women	Per cent	Women	Per cent	Women	Per cent
Alabama	155	100.0	72	46.5	14	9.0	69	44.5	155	100.0	92	59.4	92	59.4
Georgia	914	100.0	634	69.4	62	6.8	218	23.9	914	100.0	454	49.7	388	42.5
Kentucky	1,127	100.0	794	70.5	284	25.2	49	4.3	1,127	100.0	149	13.2	149	13.2
Mississippi	244	100.0	42	17.2	110	45.1	92	37.7	244	100.0	203	83.2	203	83.2
South Carolina	268	100.0	203	75.7	65	24.3			268	100.0	65	24.3	65	24.3
Tennessee	665	100.0	367	55.2	298	44.8			665	100.0	298	44.8	295	44.4
Virginia (including Richmond)	4,802	100.0	1,369	28.5	3,068	63.9	365	7.6	4,802	100.0	3,433	71.5	2,007	41.8
Richmond	1,871	100.0	781	41.7	1,090	58.3			1,871	100.0	1,090	58.3	1,090	58.3

12.18-28-NN

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Table 4. - Daily hours scheduled for Negro women in Virginia and in Richmond

Locality	Total		Number of Negro women whose scheduled daily hours were -									
			Over 8 and under 9 hours		9 hours		Over 9 and under 10 hours		10 hours		12 hours	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
Virginia (including Richmond)												
Number of women	62	4,802	6	162	9	406	13	801	33	3,068	1	365
Per cent distribution		100.0		3.4		8.5		16.7		63.9		7.6
Richmond												
Number of women	26	1,871	2	43	7	162	8	576	8	1,090		
Per cent distribution		100.0		2.3		8.7		30.8		58.3		

12-18-28-NM

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Table 5. - Weekly hours scheduled for Negro women in Virginia and in Richmond

Locality	Total		Number of Negro women whose scheduled weekly hours were -											
			Over 44 and under 48 hours		48 hours		Over 48 and under 50 hours		50 hours		Over 50 and under 52 hours		52 hours	Over and 54
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Est lis men
Virginia (Including Richmond)														
Number of women	62	4,802	3	20	1	102	1	16	6	394	4	101	2	27
Per cent distribution		100.0		0.4		2.1		0.3		8.2		2.1		0.6
Richmond														
Number of women	25	1,871	1	8			1	16	5	170	1	6	1	9
Per cent distribution		100.0		0.4				0.9		9.1		0.3		0.5

in Richmond

weekly hours were -																					
0 hours		Over 50 and under 52 hours		52 hours		Over 52 and under 54 hours		54 hours		Over 54 and under 55 hours		55 hours		Over 55 and under 58 hours		Over 58 and under 60 hours		60 hours and over	
ab-sh-nts	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women
6	394	4	101	2	27	9	689	2	20	1	23	12	1,403	16	1,331	4	311	1	365
	8.2		2.1		0.6		14.3		0.4		0.5		29.2		27.7		6.5		7.6
5	170	1	6	1	9	7	567	1	5			4	910	4	180				
	9.1		0.3		0.5		30.3		0.3				48.6		9.6				

All interpretation and analysis of the facts and figures included here are purposely omitted. We are hoping that the authorities who study the material for us will be willing to tell us what these data mean to them. The apparent duplication in some figures has also been made intentionally; not only for cumulative effect but because there may be some difference of opinion as to the reliability of the figures cited from certain sources.

Health Problems

Read Nov. 23, 1927

THE NEGRO WELFARE SURVEY OF RICHMOND, VIRGINIA.

HEALTH PROBLEMS OF NEGROES

Assembled From

Report on a Negro Health Survey in Chicago - 1927.

Statistics Furnished by National Tuberculosis Association.

Federal Children's Bureau Statistics.

Infant Mortality - Children's Bureau Publication #119.

Report Virginia State Board of Health - 1927.

Report Virginia Bureau of Vital Statistics - 1927.

Report Richmond Department of Public Welfare - 1927.

Report Virginia Department of Public Welfare - 1927.

Mortality Among Negroes in the United States - Published by the United States Public Health Service.

Material Furnished by Richmond Tuberculosis Association.

Monthly Bulletin, Department of Health, Newark, N. J. - 1927.

Reprints of addresses at National Conference of Social Work, at Memphis, Tenn.

Negro Problems in Cities - Woofter.

Report of Out-Patient Department - Medical College of Virginia.

Letter from Virginia Commission for the Blind.

Letter from Branch Public Baths.

Special Report of Instructive Visiting Nurses' Association.

Information given by Dr. Wheeldon, Kiwanis Crippled Children's Clinic.

A Comparison of White and Colored Troops in Respect to Incidence of Disease - 1913. (A publication approved by the office of the Surgeon General)

Etc.

The material is grouped roughly under four heads:

1. General birth, death, and infant mortality data for white and colored people.

2. Data on Tuberculosis.

3. Data on Venereal Disease.

4. Miscellaneous health problems, including nursing, hospitalization etc.

Jane Purcell Guild

HEALTH DATA ON NEGROES

REPORT ON A NEGRO HEALTH SURVEY.....to the Commissioner of Health, City of Chicago - 1927.

	White	Negro	Deaths per 1000 population
Chicago.....	10.8	22.5	
Cleveland.....	9.6	23.5	
Detroit.....	10.0	19.4	
New York.....	11.8	25.7	
Philadelphia....	12.4	21.9	
Baltimore.....	12.8	24.9	
Birmingham.....	12.6	23.8	
Louisville.....	12.2	24.9	
New Orleans.....	14.5	29.1	
RICHMOND.....	11.9	21.1	
Washington.....	11.4	22.7	

MORTALITY STATISTICS - Death Registration Area, Richmond and State of Virginia - 1925.

Furnished by the National Tuberculosis Association and Compiled from Census Bureau Reports.

Birth Rate(per 100,000 population)	White	Colored	Total
Registration Area	21.1	26.7	21.4
Richmond	20.5	27.5	22.5
Virginia	23.9	26.4	24.6
Infant Mortality Rate (per 1000 live births)			
Registration Area	68.3	110.8	71.7
Richmond	67.4	131.7	90.5
Virginia	67.5	110.0	80.8
Death Rate - All Causes (per 100 population)			
Registration Area	11.2	18.2	11.8
Richmond	10.6	20.5	13.5
Virginia	9.9	16.6	11.8
Tuberculosis - (all forms)			
Registration Area	70.5	231.0	85.5
Richmond	58.6	204.8	101.6
Virginia	73.2	198.7	109.2

Population - 1925	White	Colored	Total
Registration Area	94,050,400 -	9,057,600 -	103,108,000
Richmond	131,300 -	54,700	186,000
Virginia	1,773,500	712,500	2,486,000

SPECIALLY COMPILED BY FEDERAL CHILDREN'S BUREAU

	1917	1918	1919	1920	1921	1922	1923	1924	1925	1926
Birth rates										
U. S. birth registration area..	24.7	24.6	22.3	23.7	24.3	22.5	22.4	22.6	21.4	20.6
White	24.7	24.6	22.1	23.5	24.0	22.2	22.1	22.2	22.1	20.3
Colored	24.4	24.5	25.2	27.0	27.9	26.0	26.3	27.4	26.7	26.2
VIRGINIA.....	27.1	27.8	26.5	28.3	29.9	27.3	26.3	26.5	24.6	22.9
White	26.9	27.6	25.9	27.8	29.4	26.6	26.2	25.9	23.9	22.3
Colored	27.4	28.2	27.7	29.7	31.1	28.9	28.2	27.9	26.4	24.7
RICHMOND.....	23.0	22.9	23.0	24.3	24.7	23.1	23.8	23.7	22.5	21.2
White	22.4	23.1	23.0	23.6	23.9	21.8	22.4	22.6	20.5	19.3
Colored	24.1	22.6	23.1	25.8	26.5	26.1	26.9	26.5	27.5	25.7
Death Rates										
U. S. birth registration area..	14.2	18.3	13.0	13.1	11.7	11.9	12.4	11.8	11.8	12.2
White	13.8	17.8	12.6	12.8	11.4	11.6	12.0	11.3	11.3	11.7
Colored	21.3	26.8	18.5	18.4	15.9	16.3	17.7	18.1	18.6	19.1
VIRGINIA.....	14.1	19.3	13.7	13.1	12.2	12.1	12.8	12.0	11.8	12.2
White	11.6	16.9	11.5	11.3	10.4	10.3	11.0	10.3	9.9	10.4
Colored	19.8	24.9	18.8	17.6	16.3	16.4	17.2	16.4	16.6	16.9
RICHMOND.....	18.5	22.8	15.7	16.5	14.6	14.8	15.6	15.3	14.7	16.0
White	15.3	19.6	13.4	13.3	12.3	12.2	12.6	12.4	12.0	12.8
Colored	24.2	29.6	20.6	23.3	19.8	20.6	22.8	22.2	21.4	23.9

Source: United States Bureau of the Census.

SPECIALLY COMPILED BY FEDERAL CHILDREN'S BUREAU

	1917	1918	1919	1920	1921	1922	1923	1924	1925	1926
Infant Mortality Rates (deaths under 1 year per 1,000 live births)										
U. S. birth registration area.....	94	101	87	86	76	76	77	71	72	73
White	91	97	83	82	72	73	73	67	68	70
Colored	151	161	131	132	108	110	117	113	111	112
VIRGINIA.....	98	103	91	84	79	77	84	78	81	84
White	80	86	78	72	68	65	71	66	67	72
Colored	137	141	120	110	103	102	115	104	111	111
RICHMOND.....	136	147	106	114	101	89	110	88	90	107
White	94	105	91	81	80	77	75	69	67	76
Colored	219	236	139	180	142	112	177	124	132	164

	1921	1922	1923	1924	1925
Still births (per 100 live births)					
U. S. birth registration area.....	3.9	3.9	3.9	3.8	3.8
White	3.6	3.6	3.6	3.5	3.5
Colored	7.3	7.2	7.6	7.3	7.3
VIRGINIA	4.4	4.4	4.6	4.3	4.4
White	3.3	3.2	3.3	3.1	3.2
Colored	7.0	7.3	7.7	7.0	7.2
RICHMOND.....	6.3	5.6	7.2	5.7	5.6
White	4.5	3.3	4.0	3.2	3.7
Colored	9.7	10.0	13.5	10.3	9.1

Source: United States Bureau of the Census.

The following table has been furnished by the Statistical Bureau of the METROPOLITAN LIFE INSURANCE COMPANY (Oct. 22, 1928) (15-B)

Deathrates per 100,000 Population from Certain Causes by Color in Richmond and Virginia, 1925, #

Cause of Death	Richmond Total	Richmond White	Richmond Colored	Virginia Total	Virginia White	Virginia Colored
Typhoid fever	5.4	2.3	12.8	12.1	9.8	18.0
Malaria	0.5	0	1.8	1.8	0.6	4.9
Measles	1.6	0.8	3.7	3.1	2.7	3.9
Scarlet fever	1.1	1.5	0	1.6	2.0	0.8
Whooping cough	6.5	3.8	12.8	10.2	7.4	17.1
Diptheria	16.7	11.4	29.3	9.6	9.2	10.4
Tuberculosis (all forms)	101.6	58.6	204.8	109.2	73.2	198.7
Tuberculosis of respiratory system	84.4	48.0	171.8	96.8	63.9	178.7
Syphilis	(*)	(*)	(*)	11.2	4.8	27.1
Gonoccocus infection	(*)	(*)	(*)	0.5	0.1	1.5
Cancer (all forms)	96.2	103.6	78.6	61.9	64.3	55.9
Diabetes mellitis	13.4	16.8	5.5	10.8	11.2	9.8
Cerebral hemorrhage and softening of brain	108.6	75.4	188.3	83.4	67.4	123.4
Diseases of heart	207.5	188.1	254.1	160.5	140.1	211.5
Pneumonia (all forms)	117.2	56.4	263.3	78.2	59.3	125.2
Diarrhea and enteritis (under 2)	24.2	16.8	42.0	39.4	32.0	57.8
Nephritis	164.0	158.4	177.3	109.5	94.8	146.1
Puerperal state	22.6	16.0	38.4	17.3	12.6	28.9
Congenital malformation and diseases of early infancy	120.4	99.8	170.0	91.7	84.0	110.7
Suicide	13.4	18.3	1.8	6.4	8.0	2.2
Homicide	17.2	8.4	38.4	10.0	5.9	20.1
Automobile accidents	22.0	23.6	18.3	10.9	10.7	11.4
Other external accidents	52.7	44.2	73.1	52.1	47.6	63.0

(*) No data

Source: Mortality Statistics. U. S. Census Bureau, Washington, D. C.

The following figures taken from the last annual report of the DEPARTMENT OF PUBLIC WELFARE for the year ending Dec. 31, 1927, present the outstanding facts on Negro health in Richmond:

	White	Colored
Birth rate.....	18.12	24.11
Death rate.....	11.54	20.43
Infant Mortality rate.....	1.06	2.73
Tuberculosis death rate.....	49.2	147.2
Syphilis death rate - in cases....	10	24

REPORT OF BUREAU VITAL STATISTICS - STATE BOARD OF HEALTH - Year ending Dec. 31, 1926.

State Total - per 1000 of Population

	1920	1921	1922	1923	1924	1925	1926
Births	28.58	29.95	27.39	26.94	26.70	24.62	23.26
Deaths	13.27	12.15	12.11	12.85	12.05	11.71	12.33

1926 - Richmond

Births Total.....		21.20
	White.....	19.34
	Colored.....	25.70
Deaths Total.....		16.04
	White.....	12.79
	Colored.....	23.90

Richmond Population - 1926	White	Colored
189,100	133,700	55,400

Richmond - 1926

Total deaths.....	3,034
White.....	1,710
Colored.....	1,324

Deaths - From tuberculosis of lungs

White.....	59
Colored.....	108

From venereal disease

White.....	16
Colored	43

From cancer

White.....	180
Colored.....	43

Richmond - 1926

Total births	4,010
White	2,586
Colored	1,424
Total illegitimate births	351
White	68
Colored	283

From a letter from BUREAU OF VITAL STATISTICS:

Richmond - 1927 - per 1000 of population:

Total births	3,817	19.86
White	2,472	18.16
Colored	1,345	23.98
Total deaths	2,716	14.13
White	1,576	11.58
Colored	1,140	20.32

The population of Richmond as given by the UNITED STATES CENSUS for July 1927 was

White	138,525
Colored	55,919
Total	194,444

DEPARTMENT OF PUBLIC WELFARE - 1927 REPORT

Page 54. Average age at death in Richmond in years:

		White	Colored
1872-76	Annual Average	26.8	23.0
1877-81	" "	28.2	22.0
1882-86	" "	32.0	25.0
1887-91	" "	32.1	24.6
1892-96	" "	36.2	26.0
1897 -01	" "	38.6	28.6
1902-06	" "	39.1	28.3
1907-11	" "	40.8	28.6
1912-16	" "	43.8	30.6
1917-21	" "	43.8	31.6
1922-26	" "	48.7	34.7
1927	" "	52.1	37.2

Page 21. The white death rate in Richmond has made a gradual, though somewhat irregular decline in the last twenty years from 18.30 to 11.54 per 1000. The colored rate in the same period has decreased from 31.71 to 20.43. The colored rate in the period 1907-27 has been improved more than the white rate, but it is still 2.11 higher than the white rate was in 1907.

It has been suggested that a very large per cent of the Negroes carry some form of industrial - life insurance, and that they make a practice of taking out policies at a younger age than their actual age and that this younger age goes on the death certificate.

LIFE, DEATH AND THE NEGRO - Louis I. Dublin, Statistician, Metropolitan Life Insurance Company, New York City.

IV. "Even during slavery days many Negroes attained to extreme old age. Under present conditions there is evidence on all sides of the capacity of the Negro to round out a good expectation. At about the age of fifty the expectation of life of Negro males is under one year less than that of white males, and of Negro females a little over ten years less. The recent gains in the average length of life are entirely commensurate with those of the white population."

A COMPARISON OF WHITE AND COLORED TROOPS IN RESPECT TO INCIDENCE OF DISEASE: -

A publication approved by the office of the Surgeon-General.

Page 58. "This paper is an analysis of over half a million admissions to sick report of troops in camps in the United States. Of these 531,445 were for whites and 15,186 for colored troops. The relative frequency of disease in the two 'races' was as 974 to 1155; that is, the colored troops were about 19% more liable to go on sick report than the white troops.....It is to be kept in mind that all troops had been subjected to the same examination at induction, in order to exclude chronic diseases; and that they lived under equally good sanitary conditions."

Page 60. ""To sum up: the colored troops are relatively less resistant to diseases of the lungs and pleura as well as to certain general diseases, like tuberculosis and smallpox; they are also much more frequently infected with venereal diseases and suffer wide spread complications of these diseases.

But the uninfected Negro is highly resistant to diseases of the skin, mouth and throat. He seems to have more stable nerves, has better eyes and metabolizes better. Thus, in many respects the uninfected colored troops show themselves to be constitutionally better physiological machines than the white men."

DEPARTMENT OF PUBLIC WELFARE:

Page 66. Richmond - Mortality rates - 1927.

In actual numbers of deaths of Richmond babies in the first year of life there were 152 Negro deaths and 145 white deaths. Total number of deaths under five years of age, 208 Negroes and 191 whites.

	Actual number of deaths		Death rate per 1000 living at all ages	
	White	Colored	White	Colored
First year.....	145	152	1.06	2.73
Total under 5 years.....	191	208	1.40	3.73
5 to 10 years.....	40	18	.30	.32
10 to 15 "	12	13	.09	.23
15 to 20 "	25	44	.18	.79
20 to 25 "	33	63	.24	1.13
25 to 30 "	40	52	.29	.93
30 to 35 "	33	71	.24	1.27
35 to 40 "	40	79	.29	1.42
40 to 45 "	71	104	.52	1.86
45 to 50 "	85	110	.63	1.97
50 to 55 "	101	93	.74	1.67
55 to 60 "	132	81	.97	1.45

Page 36. 81% attended by physicians at child birth - 1927

19% " " midwives " " " - 1927

This is a great improvement in the type of attention at child birth in 20 years:

In 1907 physicians attended 59% of the cases

and midwives attended 41%

Page 49. Of the 3,809 total births in Richmond in 1927

2,466 were white - 61 reported by midwives
1,343 were colored - 673 " " "

1927: 111 White still births 123 Colored still births.

INFANT MORTALITY - #119 FEDERAL CHILDREN'S BUREAU REPORTS:

Page 53. "The high percentage of Negro mothers and Polish mothers employed away from home and the very low percentages of Jewish and Italian mothers so employed may reasonably be considered one factor in the high infant mortality rates among Negro and Polish babies and the low mortality rates among Jewish and Italian babies."

Page 54. ".....the illiterate women were less likely than the others to give their babies breast milk and no other food during the early months..... Within each race and nationality group the greatest prevalence of artificial feeding occurred in families where the mother was gainfully employed away from home."

INFANT MORTALITY -#119 FEDERAL CHILDREN'S BUREAU - Published 1923. (Based on a study of over 12,000 births in Baltimore in 1915 and deaths in 1915-16)

Page 83. "It is plain that in some way the mothers' employment was a factor in the excessive mortality of colored babies, for when all mothers employed away from home during pregnancy or within 12 months after the birth .....are eliminated from the comparison, the total mortality rates among the colored babies and the babies in native white families of the same earnings groups become almost identical, with a slight difference in favor of the colored babies."

MORTALITY AMONG NEGROES IN THE UNITED STATES

Page 60. "A survey in Philadelphia has found that colored people, who live in favorable localities and have the benefit of good medical and nursing supervision, can maintain a good record, as to the health of the baby, and compare favorably with other classes in the community." (The quotation is from "Survey of Health of Negro Babies.)

DEPARTMENT OF PUBLIC WELFARE

Page 100. Number of patients who attended child welfare stations conducted by the Health Bureau in 1927:

White	2,283
Colored	2,048

Number of revisits made by the patients

White	4,279
Colored	3,640

Page 103. Number of new patients and total visits to the Prenatal Clinics of the Health Bureau:

Patients	White	30
	Colored	156
Visits	White	89
	Colored	464

MORTALITY AMONG NEGROES IN THE UNITED STATES - Published by the United States Public Health Service.

Page 58. The following quotation is from the Federal Children's Bureau report on Infant Mortality, and is quoted in "Mortality Among Negroes in the United States".

"In every group certain measurable conditions accompanied a mortality above the average for the group: poverty, employment of mothers away from home during pregnancy or the early months of an infant's life, housing below standard in point of sanitary equipment and room congestion, short intervals between births, and the bearing of many children.....Breast-fed babies in every group of the population had lower mortality than artificially-fed babies in the same group.....Among the Negroes all the unfavorable social factors were present. Their poverty was greater than the poverty in any other group in Baltimore (except the small group of Lithuanian families); 44.9 per cent of the mothers were gainfully employed away from home during pregnancy; room congestion was less prevalent than among the

foreign-born white families, but the number of dwellings without standard equipment was relatively high; one-fifth of the Negro infants were seventh or later in order of birth and 33.5 per cent had followed the preceding birth by an interval of less than two years."

DEPARTMENT OF PUBLIC WELFARE:

Page 53. By whom Richmond deaths were certified in 1927 -

	White	Colored
By physicians.....	1,375	869
By coroner.....	195	269
Total.....	1,570	1,138

NATIONAL TUBERCULOSIS ASSOCIATION FIGURES:

Death rates from tuberculosis - per 100,000 of population.

	1922	1924	1926
VIRGINIA - Total.....	130.3	112.2	106.1
White.....	86.9	75.9	74.3
Negro.....	234.8	201.5	180.4
Georgia - Total.....	88.0	88.4	72.6
White.....	54.9	52.0	42.3
Negro.....	135.9	142.2	119.3
Tennessee-Total.....	148.1	147.2	146.9
White.....	113.7	111.2	112.4
Negro.....	296.8	307.5	290.0

VIRGINIA STATE DEPARTMENT OF HEALTH gives 1926 data as follows on tuberculosis in VIRGINIA:

Page 153. 2,386 deaths from tuberculosis of lungs
1,165 White
1,221 Colored

A COMPARISON OF WHITE AND COLORED TROOPS IN RESPECT TO INCIDENCE OF DISEASE:-

A publication approved by the office of the Surgeon-General.

Page 58. "Of the diseases of which Negroes lack relative natural resistance tuberculosis of the lungs and pneumonia take first places. There were over 2½ times the admission rate for tuberculosis of the lungs in colored as in white troops in 1917. This is a little greater difference than the average of the past ten years,-where the colored have about

2 times the admission rate of white troops. In tuberculosis of other organs the rate for colored troops is twice that for white.

In both lobar and broncho-pneumonia the morbidity rate of colored men exceeds that of white. For 1917 the rate for lobar pneumonia was 4½ times, for broncho-pneumonia 3 times, as great for colored as for white men. In the ten year record the colored rate is 2.2 times the white rate for broncho-pneumonia. Given, then, troops under similar environment in the presence of conditions favoring pneumonia, there are relatively two to three times as many colored troops as white who show symptoms of the disease."

STATE DEPARTMENT OF PUBLIC WELFARE - 1927

Pages 26 & 27. Some comparisons on capacity and per capita costs per year at white and colored State Tuberculosis Institutions:

	Capacity	Per Capita Costs
Blue Ridge Sanatorium (white)	270	$13.21 per week
Catawba Sanatorium (white)	325	13.99 " "
Piedmont Sanatorium (colored)	146	10.43 " "
Total (white)	595	
Total (colored)	146	

RICHMOND DEPARTMENT OF PUBLIC WELFARE - 1927:

Page 31. Death rates from tuberculosis - City of Richmond, including Pine Camp - 1927.

	1920	1927	1927-Including Pine Camp
RICHMOND-White	95.1	49.2	63.9
Colored	206.9	147.2	147.2
Total	130.1	77.7	88.1

Page 30. "Despite the marked lowering of the colored death rate, it remains almost exactly three times that of white persons. In harmony with this is the finding that the number of Negro cases reported and the number under supervision and the number of Negro visits to the clinic are much lower than the corresponding figures for white persons."

Pages

133 & 136. During 1927 - 246 white cases of tuberculosis reported to Richmond Health Bureau. 153 colored cases of tuberculosis reported to Richmond Health Bureau.

Tuberculosis cases under supervision Dec. 31, 1927:

458 white.....946 visits to tuberculosis dispensary
114 colored...192 " " " "

Total 572 (including new and old cases.)

Page 134. Richmond deaths from tuberculosis during 1927:

67 white
82 colored

There were 6.8 white and 1.4 colored cases under supervision per annual death.

Page 135. Number of patients attending Nutrition Clinic in 1927:

187 white.....274 visits to dispensary
38 colored... 77 " " "

Total... 225

Page 9. Quotation from Report of Director of Public Welfare - Richmond - for year ending Dec. 31, 1927:

"It should be borne in mind that our white consumptives are provided for for much more adequately than are the colored cases. There are 90 beds for whites, and during the year there were 67 deaths of white persons, while for Negroes there are only 30 beds to 82 fatal Negro cases. For whites there are 1.03 beds per annual death while for Negroes there is only 0.37 bed per death."

Page 10. "It is unfortunate that the colored tuberculosis pavilion is located in connection with the City Home, for many needy persons will not enter a City Home or any adjunct to it, except as their last resource."

Miss Nora Spencer Hamner, Secretary of the RICHMOND TUBERCULOSIS ASSOCIATION, states that they are not doing any specific work among Negroes at the present time. The Association is not conducting nutrition classes for Negroes, nor are Negro children accepted at the Merriwood-Harrison Nutrition Camp. However, Miss Hamner is of the opinion that the general educational work of the Association affects Negroes in about the same way as it affects white people of the community. (Oct. 12, 1928) Report of the early diagnosis campaign conducted by the RICHMOND TUBERCULOSIS ASSOCIATION last spring shows 1,262 persons were examined. Of these 689 were white, and 573 were colored. 28 active cases of tuberculosis were found among whites and 11 among Negroes; 20 arrested cases among whites, and 4 among Negroes; 66 suspicious cases among whites and 22 suspicious cases among Negroes. The colored people examined claimed to have white family physicians in 204 cases, colored family physicians in 241 cases, and no family physician in 128 cases.

LIFE, DEATH AND THE NEGRO - Louis I. Dublin, Statistician Metropolitan Life Insurance Company:

"The colored people have, as a race, good physiques and they are learning all the time to take better care of themselves in relation to their changing environment. In their native habitat, tuberculosis was either unknown or only slightly prevalent. There is no reason, therefore, why they should not ultimately have as low a tuberculosis death-rate as any group of the American population in similar economic circumstances."

RECENT CHANGES IN NEGRO MORTALITY - Louis I. Dublin, Statistician Metropolitan Life Insurance Company:

"There is no reason why they should not ultimately have as low a tuberculosis death rate as any group of the American population of similar economic condition."

A STUDY OF THE NEGRO TUBERCULOSIS PROBLEM IN PHILADELPHIA: Made under the auspices of the Whittier Center, and the Henry Phipps Institute, and revised by the Philadelphia Health Council and Tuberculosis Committee:

Pages 3 & 4. "The utilizing of colored nurses and later colored physicians, was in the beginning, an experiment. This plan was given a trial because of the fact that the colored people did not avail themselves of the benefits of dispensaries, or if they did, made but a few visits, often but one, and then ceased coming.

This report brings out clearly the results of this phase of the work. It can be safely asserted that the use of colored nurses and colored physicians for educational and other purposes is no longer an experiment. It is the logical method of dealing with the problem."

MONTHLY BULLETIN, DEPARTMENT OF HEALTH, Newark, N. J. - July 1927.

Page 2. "Tuberculosis abounds where poverty and destitution exist, where there is privation and suffering, where food is scarce and housing conditions bad, when there is overwork, lack of fresh air and sunshine and when standards of living are low."

MORTALITY AMONG NEGROES IN THE UNITED STATES - published by the UNITED STATES PUBLIC HEALTH SERVICE:

Pages 36 & 37. "H. G. Carter, in 'Inherited Immunity in Tuberculosis' has a summary of results of treatment of white and colored patients at three Virginis State Institutions where white and colored receive similar care and have the same environment, at least after they enter the institution. Table 15 is taken from this summary, and shows that the per cent of advanced cases is higher among the Negroes and the per cent of improved among them is less for each group, especially in the more advanced cases. His conclusion is that the Negro has only begun to build up an acquired immunity to tuberculosis since being in contact with large centers of population. Whether or not this is the explanation, his results strengthen the observation that the Negroes are less resistant to tuberculosis than the white race. However, it is

interesting to note in this connection that, pulmonary tuberculosis falls in the group with malaria, pellagra, typhoid, etc., or a group of diseases the mortality from which can be reduced by proper observance of sanitary and public-health measures. Therefore even though it is possible that the Negro has a low resistance to tuberculosis, still much can probably be done toward lowering the death rate."

NEGRO HEALTH IN THE LIGHT OF VITAL STATISTICS - by Charles S. Johnson, Research Secretary, National Interracial Conference, New York City.

Following paragraph reprinted from the proceedings of the National Conference of Social Work, Fifty-fifth Annual Session, Memphis, 1928, and circulated by the National Tuberculosis Associations:

Page 175. "Finally, although there is a consistent disparity between white and Negro deaths when taken geographically, with parallel trends upward and downward, the actual difference varies greatly from a bare four points in North Carolina and Florida to fourteen points in Illinois and eighteen points in Michigan. The differences among Negroes are frequently greater than the differences between Negroes and whites. This suggests that the same influences are operating upon whites and Negroes, but upon the Negroes with greater intensity. It also suggests that these influences are largely environmental, and thus controllable."

HOSPITALS AND PUBLIC HEALTH FACILITIES FOR NEGROES - By H. M. Green, M. D., President, NATIONAL HOSPITAL ASSOCIATION, Knoxville.

Following reprinted from the proceedings of the National Conference of Social Work, Fifty-fifth Annual Session, Memphis, 1928, and circulated by the National Tuberculosis Association:

Pages 178 & 179. "In many of our cities Negro nurses are employed to serve Negro people, a practice that should and does improve the service educationally; but greater good could come from using colored physicians in the operation of the clinics. In the matter of hospitals for Negroes the problem is no less acute. Because of poor homes and well nigh universal ignorance

of the care of the sick, the Negro race stands in greater need of hospitalization than does any other group in the country. In view of this need it would be the expected policy to provide for him at least an approach to an equal opportunity along this line. Vital statistics show that the Negro is dying almost twice as fast as his white neighbor from diseases in which proper food and nursing, such as can be supplied only in a well equipped institution, can prevent."

NEGRO PROBLEMS IN CITIES - By T. J. Woofter, Jr.

Page 18. "Many people attribute excessive Negro death-rates from tuberculosis, pneumonia, and the diseases of infants to inborn racial traits, others attribute crimes of violence and irregularities in family life to peculiar emotional equipment of people of African descent. Regardless of whether these traits are influenced to some extent by heredity or not, this analysis of the city environment indicates that they are also profoundly influenced by the conditions of life in cities. In fact, future knowledge concerning Negroes in cities will depend largely upon more thorough analysis of the effects of this environment."

LIFE, DEATH AND THE NEGRO - Louis I. Dublin, Statistician Metropolitan Life Insurance Company:

Page 43. "The very great prevalence of syphilitic infection among Negroes tends to keep the rates from all degenerative diseases high . Syphilis and its sequelæ , indeed, probably account for the difference between the mortality of the colored people and that of the whites. In 1926, the Negro death-rate from syphilis, locomotor ataxia, and general paralysis of the insane (the last two of which are syphilitic in origin) was 41.1 per 100,000. This is double the rate of 1911 (20.4 per 100,000). These diseases still work havoc among the colored people, especially among city dwellers. Their worst effect is on the new generation because the greatest toll is taken during the first month of life. They are responsible for many of the stillbirths that occur among

colored women. They also account for a great many deaths later in life, ascribed by physicians to heart and arterial conditions, and they are probably at the bottom of a great many cases of tuberculosis. From every angle, these venereal diseases appear to be the most important single obstacle in the health progress of the race."

A COMPARISON OF WHITE AND COLORED TROOPS IN RESPECT TO INCIDENCE OF DISEASE - By Lieutenant-Colonel Love, M.C. U.S.A., and Major Davenport, Sanitary Corps, U. S. A. A publication approved by the office of the Surgeon-General.

Page 59. Venereal disease.-"In the Army that was mobolized in 1917, the rate for syphilis was about 4 times as great in colored as white troops, for chancroid 4½ times, for gonococcus infection 2½ times. Combining the data of the last ten years the rate for all venereal diseases for colored troops is a little less than double that for whites. The difference between the races in incidence of venereal diseases is probably due partly to a difference in social pressure, partly to a difference in ability to control the sex instinct.

This greater infection of colored troops with venereal disease leads to the greater incidence in that race of various complications of those diseases. Thus, retinitis, iritis, cerebro-spinal meningitis, various diseases of the spinal cord- largely, probably, complication of syphilis-are commoner among the colored soldiers. Similarly, arthritis, osteomyelitis, endocarditis, nephritis and urethritis-complications of gonorrhea-are 2 to 3 times commoner in colored troops than in white."

MORTALITY AMONG NEGROES IN THE UNITED STATES - United States Public Health Service publication.

Page 55. "No accurate comparison of white and colored syphilis rates can be made since a diagnosis of syphilis is often avoided, especially among the whites."

(For additional data on venereal disease see supplementary page IV et seq.)

DEPARTMENT OF PUBLIC WELFARE - 1927.

Pages 53 & 56. Deaths from venereal disease - Richmond - year ending Dec. 31, 1927.

			Death rate per 100,000 of population
Syphilis -	White	10	7.3
	Colored	24	43.1
Gonococcus infection			
	White	0	
	Colored	1	

Page 42. Results of examinations for venereal disease by order of court in 1927.

Total white examined	138	Percentage infected: white	18.1
" colored "	118	colored	21.1

STATE DEPARTMENT OF HEALTH - 1927.

Page 142. Wassermann examinations in State Institutions:

"The three white hospitals for the insane show an average of 6.6 per cent positive, while the Central State Hospital for Colored shows 19.9 per cent positive. The Industrial School for White Boys shows 2.4 per cent positive, while the corresponding institution for colored boys shows 22 per cent, or ten times as high." The Virginia Industrial School for Colored Girls at Peake - 29.8.

DEPARTMENT OF PUBLIC WELFARE - 1927.

Page 108. Number of Wassermanns at Mothers' and Children's Blood Clinic for the treatment of Venereal Disease:-

White	68	Positive 16	23.5 c/o
Colored	250	Positive 53	21.2

Number of patients at this Clinic:-

	Patients	Visits	Treatments
White.....	72	289	140
Colored.....	314	942	394

OUT-PATIENT DEPARTMENT-MEDICAL COLLEGE OF VIRGINIA - Specially Prepared Report -

Year ending June 1928.

Total treatments given white patients	12,531
" " " colored "	19,857

Dermatology and Syphilis Treatments

	White	2,000
	Colored	5,538
Positive Wassermann -	White	127
" "	Colored	693

New patients during year in	White	Colored	
Dermatology and Syphilis	168	307	(95% syphilis)
Genitu-Urinary	123	357	(85% other venereal)

or

	Syphilis	Venereal	Total Venereal
White	160	105	265
Colored	292	303	595

DEPARTMENT OF PUBLIC WELFARE - 1927.

Page 25. Economic Condition of Typhoid Cases in Richmond:

"Seventy per cent of the locally infected cases were in families barely able to make a living or actually supported in part by charity. More than half of the cases occurred in families barely able to maintain themselves, and of the colored cases 80% were in this group."

Page 107. Table showing attendance at Dental Clinics.

	Patients	Visits
White	317	676
Colored	219	355

Page 139. City physicians in Richmond during year ending Dec. 31, 1927, made

	Visits	Patients		Deaths
White	6,277	1,790	3 plus visits	3
Colored	3,310	1,373	2 plus visits	8

Page 40. Number of dry closets remaining in

Jefferson	Ward	89
Madison	"	38
Clay	"	12
Lee	"	72

Page 41. "It is estimated that there are at the present about 9,600 outside closets in the city."

Page 169. City furnished burials in 1927 as follows:

White 13 - Colored 29

Letter from Dr. N. Thomas Ennett, Medical Director, Richmond Public Schools:

"Physical examinations were given to 10,289 white children and 5,751 Negro children. We had 11 nutrition classes--8 for white children and 3 for Negro children. The white classes enrolled 211 children and the Negro classes 85 children. There were 20 open air classes--15 for white children and 5 for Negro children. We had 14 white nurses and no Negro nurses. The nurses made 6,859 home visits. Our department has no record of the mental examinations given children of the public schools except such children as are examined at the Children's Memorial Clinic and we have no available statistics showing the number who received such examinations."

Mrs. H. C. Dunnavant, President Federation of Mothers' Club and Parent-Teachers' Association states (Oct. 30, 1928) that the support for the white nutrition work in the public schools comes from her organization and that some help has also been extended to a Negro school. None of the school nutrition work is maintained from school funds. The needs are greater than the Parent-Teacher organization is at present able to meet.

STATE DEPARTMENT OF PUBLIC WELFARE - 1927.

Page 25. A comparison of capacity and per capita costs for certain institutions as given by State Department of Public Welfare - 1927 report:

	Capacity	Per Capita Costs
Virginia School for Deaf and Blind White	270	$407.09
Virginia School for Colored deaf and Blind	150	333.24

THE VIRGINIA COMMISSION FOR THE BLIND:

In a letter of September 20, 1928, states for Richmond that "we have on file in our office history sheets for approximately seventy-five colored blind people". Also, "we hope to establish what is known as sight saving classes in the public schools for the colored, as we have done for the white."

THE RICHMOND LEAGUE FOR THE HARD OF HEARING. Hyman M. Rose, president, statement and letter, October 1928. The League does not do any work for Negroes. "We are not in position to advise you the extent of deafness among the Negroes of Richmond, but we are willing to promote work for them in any way we can"....."The Philadelphia League for the Hard of Hearing which sponsored the first organization for the hard of hearing colored people of that city" is, "so far as I can learn, the only one of its kind in the United States,"...."Lip-reading or speech-reading is really an education, and anyone with patience will make rapid progress in a short while."

THE SECRETARY OF THE RICHMOND BRANCH PUBLIC BATHS,

in a letter of October 13, 1928, states that "As far as we know there are no public bath facilities for Negroes in Richmond". 65,206 baths were taken by whites during the year 1927 at Branch Public Baths.

SPECIALLY PREPARED STATEMENT OF THE INSTRUCTIVE VISITING NURSES' ASSOCIATION -1927.

NURSES' SALARIES	PER MONTH MINIMUM	PER MONTH MAXIMUM	NURSES ON STAFF
White	$110.00	$130.00	13
Colored	90.00	110.00	6

"The professional requirements for eligibility to the staff of the I. V. N. A. is the same for white and colored nurses.

The preliminary education must be at least two years of High School, with preference given to High School graduates and those with college training.

A nurse must be a graduate of an accredited training school for nurses giving a three year course in a general hospital with a daily average of at least 50 patients during the training period.

A nurse must be registered as provided for by the State laws."

Summary of Types of Visits by White and Colored Districts - 1927.

	White Visits	Colored Visits	Total
Medical	6,021	2,820	8,841
Surgical	1,742	579	2,321
Communicable	3,345	1,267	4,612
Prenatal	3,970	2,714	6,684
Delivery	155	0	155
Postpartum	7,295	4,292	11,587
New Born	6,724	4,098	10,822
Venereal	110	27	137
Tuberculosis	542	66	608
Chronic	756	233	989
Orthopedic	507	390	897
Infant Welfare	410	133	543
Adult Welfare	933	332	1,265
Child Welfare	1,083	216	1,299
Not Home or not Found	1,053	627	1,680
Behalf of Patient	710	130	840
Total	35,356	17,924	53,280
Number of cases	3,548	1,932	5,480

This table has been explained by Miss Woods, Director of the Instructive Visiting Nurses' Association in a letter as follows:

"Referring to our conversation in regard to the figures submitted to you of the white and colored patients, and visits made to patients by the I. V. N. A. in 1927, I would like to call your attention to these facts:

		POPULATION	PER CENT
Census of City of Richmond - 1927	White	136,100	70.8
	Colored	56,100	29.2

		CASES	VISITS
Our percentage of cases and visits - 1927			
	White	65	66.3
	Colored	35	33.7

A comparison of our work with the census figures shows the I. V. N. A. doing a fairly uniform piece of work regardless of race. I would like to mention here, however, that the white nurses are at times called upon to do colored work, because we have not enough colored nurses to cover the field.

We have averaged - 9.9 visits per case to white patients
9.2 " " " " colored "

Total Infant Welfare visits by our staff - 75.5 to white
24.5 to colored

The reason for this discrepancy is that we have so much active work among the colored people that the colored staff is unable to do as much welfare work as the white. This same holds good with the Child Welfare.

Regarding the Venereal and Tuberculosis visits, I would like to call your attention to the fact that the City Department of Public Welfare maintains both these departments with nurses for the care and supervision of these patients. That may be the reason we are not handling as many as we should.

The visits in behalf of the patients are overwhelmingly in favor of the white, being 84.6 white-15.4 colored. As you know we have not the facilities in the city of Richmond for caring for the colored that we have for the white. A delivery service is maintained for white patients only in our organization, and this is a paid service, a charge of $5.00 for a delivery. This is not offered to the colored people, not because they do not want it, nor because there is not a most urgent need for it, more so than the white, but we have not the nurses nor money to put on this service.* If I may be permitted to express my opinion here, I would like to say that I think the colored people just as much in need of a delivery service as the white. According to the annual report of the Department of Public Welfare the deaths per population is higher in the colored maternity cases than in the white. In 1922 when we launched our pre-natal work we put on a colored nurse to handle the colored cases, and take charge of the clinic. After the demonstration was made of the value of a colored nurse in the field a program was was included with the generalized service. We now handle pre-natal cases in every district by the nurse in that district. This clinic

* (See page 28 for other data on Negro Delivery Service.)

today is handling more patients than the two clinics of the same nature operated by the Department of Public Welfare. They handled in the two clinics 198 cases in 1927, the I. V. N. A. handled 229 cases."

Miss Ritz, Director of the SCHOOL OF NURSING, ST. PHILIP'S HOSPITAL, AND DEAN OF NURSING, MEDICAL COLLEGE OF VIRGINIA, states that there are 49 Negro women in training at the St. Philip's Hospital; that about 50 Negroes have been graduated since the nursing school started in 1923; that there are two Negroes on the graduate staff of the hospital; that Negro patients at the hospital seem to resent general nursing by Negroes; that the Negroes cannot be satisfactorily employed in hospital supervisory positions; that there is a need for better facilities for training Negro public health nurses in Richmond. (Oct. 17, 1928)

Report and Statement received from the RICHMOND KIWANIS CRIPPLED CHILDREN'S CLINIC:

In the past year 120 Negro cases were given care at this clinic, of a total of 1,315 cases. The general type of work done consists of operations and general treatment to correct deformities, and the furnishing of apparatus. Dr. Wheeldon of this clinic further states that the work is being held up because funds for hospitalization and braces are much needed. (Oct. 22, 1928)

DEPARTMENT OF PUBLIC WELFARE - 1927:

Page 167. The Colored Hospital at the City Home cared for a total of 513 patients -(colored)~~e~~ during 1927.

Men 184 Women 213 Children 106

This figure of 513 includes those cared for in the contagious and venereal disease departments, as well as the tuberculosis department.

Capacity Richmond hospitals doing charity work or some charity work, taken from report STATE DEPARTMENT OF PUBLIC WELFARE - 1927 - and RICHMOND DEPARTMENT OF PUBLIC WELFARE, etc.

White	Capacity	Colored	Capacity
City Home-Contagious Department	26 #	City Home-Contagious Department	12 #
City Home-Venereal (Average 14 at a time)	20 #	City Home-Venereal (Average 38 at a time)	45 #
Pine Camp-Tuberculosis	92	City Home-Tuberculosis	30 #
Memorial	188	St. Philip's	176
Dooley (for children)	60	Sarah Jones Memorial (Private)	
Retreat for the Sick	*	Retreat for the Sick.	*
Sheltering Arms	68		
Virginia Home for Incurables	61		
Crippled Children's	50		

The following information is contained in a letter of October 25, 1928, from Dr. W. Brownley Foster, director Department of Public Welfare; "The deaths which occurred in hospitals in Richmond during 1927 are classified according to color.....as follows: Residents of Richmond:

White 344 (Note: of 1,576 white deaths)

Colored 192 (Note: of 1,140 colored deaths)

Mr Thomas Morton, superintendent of the City Home, states that these are normal capacities but in emergencies may be considerably expanded. In the tuberculosis department the number of Negro patients was 24 October 27, 1928. The available beds are never taken for colored tuberculosis patients.

* The Retreat for the Sick has a surgical and medical department for colored patients but no report has as yet been received on this work. The total capacity of this hospital is 100.

(For figures on this hospital see Supplementary Page VIII)

Quotations from a letter of October 19, 1928, received from Dr. Bert Caldwell, Executive Secretary of the AMERICAN HOSPITAL ASSOCIATION:

"In general terms it is thought that in most metropolitan centers such as Richmond, a hospital bed for every three hundred of the population provides ample hospital facilities. Due to the fact, however, that Negroes do not patronize hospitals to the same proportionate extent as the white population it is altogether probable that the proportion of beds to the Negro population might be increased to one to every four hundred and still provide hospitalization facilities for Negro population.

The number of hospital beds for tuberculosis patients to provide hospitalization for this class of cases varies largely in different parts of the country. While the Negro race is perhaps more susceptible to tuberculosis, than the white race, particularly if they are living in congested quarters in metropolitan centers, the fact remains that the proportion of Negro tuberculosis patients in hospitals is small compared with the white patients suffering from this disease. A fair ratio of beds for tuberculosis patients to the Negro population would be one hospital bed for every fifteen hundred of the population, to be used exclusively for the hospitalization of colored patients suffering from tuberculosis.....

As I recall Richmond, I am of the opinion that a colored hospital providing accommodations for from seventy-five to one hundred patients would be ample for the care of the Negro population of that city. With a hospital of this size the different departments could be well managed and successfully operated. A training school for nurses could be provided. Proper facilities for the hospital education of colored internes could be arranged for. In fact, the whole scheme of the hospital in community welfare could be successfully attained with a hospital of this size.

It, of course, need not cost as much per hospital bed as other hospitals cost. I imagine that it could be successfully equipped and built, and provided with all the necessities for successful hospital operation, for between $2,000 and $2,500 a bed, and such a building would be a credit and an ornament to the city."

RECENT CHANGES IN NEGRO MORTALITY - Louis I. Dublin, Statistician, Metropolitan Life Insurance Company, New York City.

Page 5. "There has undoubtedly been great improvement in the sanitary conditions which surround the colored people. This is evidenced by the decline in the mortality of such conditions as typhoid fever and pneumonia, both of which reflect the sanitary character of the environment. The improvement in typhoid fever is especially noteworthy....."

Page 6. "The last rate for typhoid fever is identical with that for whites as late as 1917. Yet, the great number of colored policyholders live in the southern states where typhoid fever is much more prevalent than in the northern and western states where the large majority of the white policyholders live. The reduction in the incidence of typhoid fever among the colored people is really an amazing achievement and is indicative as nothing else can be, of the better conditions under which we live."

NEGRO DELIVERY SERVICE -

1. The Medical College of Virginia Out-Patient Department attended 308 deliveries during 1927 in homes; of these 286 were colored and 22 white. (Statement Dr. W. T. Sanger, Nov. 1, 1928)

Housing Problems

THE NEGRO WELFARE SURVEY OF RICHMOND, VIRGINIA.

HOUSING PROBLEMS OF NEGROES

Material Compiled From

United States Census.

Negro Housing in Certain Virginia Cities - Knight - 1927

Negro Problems in Cities - Woofter - 1928.
(Material gathered 1925-26)

Ten Years in Housing Work in Cincinnati - Marquette - 1928.

Report on Housing and Living Conditions in the Neglected Sections of Richmond, Va. - Weber - 1913.

Infant Mortality, Federal Childrens Bureau - Report #119 - 1923.

Richmond Department of Public Welfare.

Etc.

Certain other information relative to Housing is found in the section on Health of this Survey.

June Purcell Guild

June Purcell Guild,
Director of the Survey.

UNITED STATES CENSUS:

RICHMOND POPULATION	WHITE	NEGRO	TOTAL	PER CENT NEGRO
1910	80,895	46,733	127,628	36.6
1920	117,626	54,041	171,667	31.4
1927	138,525	55,919	194,444	28.7

POPULATION BY WARDS IN 1920:

	NEGRO	WHITE
Clay	5,334	30,426
Jefferson	13,009	25,644
Lee	20,601	24,286
Madison	15,097	22,600

INCREASE IN POPULATION PER 1,000 IN UNITED STATES - 1923:

REGISTRATION AREA	BIRTHS	DEATHS	NATURAL INCREASE
White	22.1	12.0	10.1
Negro	26.3	17.7	8.6

NEGRO HOUSING IN CERTAIN VIRGINIA CITIES - 1927 - a publication of the University of Virginia, by Charles L. Knight.

Page 20. For the United States registration area, in 1923, the rate per 1,000 population, of births for whites was 22.1, of deaths 12, or a natural increase of 10.1. For colored the birth rate was 26.3, death rate 17.7, rate of natural increase 8.6. For cities the rate of natural increase is 9.8 for white and 3.2 for colored. Rate of natural increase for white in rural sections is 10.5, for colored 11.7.

Page 12. "The movement of the Negro population in large numbers from country to city within recent years has brought out new problems of race relationships."

Page 28. "Of 23 cities having a population of 100,000 or more in 1920, only one, Norfolk, Va., had an increase of 60% or more in Negro population, in the preceding decade."

NEGRO PROBLEMS IN CITIES - Woofter.

Page 79. The white density of population per acre in Richmond in 1925 was 11, the Negro density was 46. The density per acre in New York was white 223, Negro density 336.

Page 78. "The density of Negro areas in most cities is much greater than the density of white areas."

Page 81. "Housing authorities set the ideal division of an acre of land..... in outlying sections with single family houses at ten families, or slightly more than 35 persons. In central sections with double houses it would accommodate twenty families or somewhat more than 70 persons."

NEGRO HOUSING IN CERTAIN VIRGINIA CITIES - Knight.

Page 45. Speaking of the Negro section in Fulton, southeastern part of Richmond, in the east end and on the slopes of Shockoe Hill:....."the houses built on the hillsides are ramshackle buildings in poor repair, the roads are very bad, sidewalks lacking, and the standard of living the lowest. Such conditions are also found in the Negro area in South Richmond."

Page 47. "....the Negro would have a greater incentive to improve the appearance of his home and to maintain the property if the street on which he lives were kept in better condition. This is the duty of the city and one of which there has been woeful neglect, not only in Richmond but elsewhere. Where it is impracticable to undertake immediately the expense of paving the streets and sidewalks in Negro sections, cinders and gravel would make a big improvement at small cost."

Page 53. "There is a general lack of paving in Negro residential areas. This fact constitutes a chief cause for complaint and is the reason most generally assigned for the aggressiveness in pushing into white areas which is generally evidenced among the Negroes in Richmond.....in Fulton, especially, the condition of the streets is such as would not be tolerated in a white community."

NEGRO PROBLEMS IN CITIES - Woofter.

Page 101. "In Richmond,the worst district lies along Shockoe Creek and the railroad.....Unimproved streets, no sewers or water mains..... sanitary conditions bad."

Page 110. Progress has been made in paving main arteries, but "side streets are in deplorable condition" in Negro sections.

NEGRO HOUSING IN CERTAIN VIRGINIA CITIES - Knight.

Page 50. "To the extent that the opposing forces succeed in confining the increasing Negro population within the boundaries of its old residential districts, overcrowding is the inevitable result. The insanitary conditions which result from overcrowding are a menace to the health, not only of the inhabitants within the district, but also of all those with whom those inhabitants come in contact. The accompanying lowering of morals and increase of crime is so well known and evident as to need no elaboration. The only feasible solution to this problem is to provide new residential areas."

NEGRO PROBLEMS IN CITIES - Woofter:

Page 90. "Extreme congestion has a direct bearing on high city death rate of Negroes."

Page 93. Moral disorders prevail in overcrowded districts.

C. L. Winfree, Sec'y of the RICHMOND URBAN LEAGUE, in the summer of 1928 rode through the Negro sections of Richmond in an automobile during a two days' study of streets, and he states (October, 1928) that many of the streets in Negro sections were almost impassable for an automobile and practically all in bad condition. The Urban League has prepared a report on the streets and blocks which they feel need attention most. A letter of the Urban League of June 11, 1928, to the Richmond Director of Public Works, calling attention to street improvements needed in Negro districts has not been answered.

NEGRO HOUSING IN CERTAIN VIRGINIA CITIES - Knight:

Page 52. Data from Richmond Engineering Department - at conclusion of 1925 program Re: houses with dry closets:

	White	Colored
No sewer and no city water.....	2	127
With city water but no sewer.....	120	85
With sewer but no city water.....	18	156
Total number of houses with dry closets.....	160	368
" " " " without city water.....	40 #	283
" " " " " sewer.....	142	212

(This 40 would appear to be a typographical error for 20)

DR. W. B. FOSTER, DIRECTOR DEPARTMENT OF PUBLIC WELFARE, states in a letter of October 24, 1928, "Of the 411 dry closets in the city January 1, 1928, 156 were on properties of white persons and 255 on properties of colored persons. Of the 108 wells as of January 1, 1928, 44 were on properties of white persons and 64 on those of colored persons.

In view of this poor showing for Negroes, it is worthy of note that in former years an even larger proportion of wells and privies were on colored properties. Since we have entered our work for the elimination of wells and dry closets, this work has been carried on without regard to race and more improvement has taken place among the Negroes than among the whites."

NEGRO HOUSING IN CERTAIN VIRGINIA CITIES - Knight.

Page 72. 1920 Census gives Richmond a Negro population of 54,041, Negro families 12,866. Chesapeake and Potomac Telephone Company places number of Negro families in 1925 at approximately 14,000 out of a total of 45,000 families. Hill Directory, 1926, gives the number of occupied Negro dwellings as approximately 11,500.

Page 77. 56% of the dwellings covered in this study which were owned had bath tubs, 23% of the dwellings rented had bath tubs.

Page 91. "The number of Negro houses which rent for more than $5.00 a week is small. In Richmond only 30 out of 150 homes reported were renting above this figure."....."More than half were renting for $3.00 and $4.00 a week."

"The average weekly rental per room is 92¢ in Richmond."

Page 132. The average weekly rent of Negroes in Richmond is $5.13 with an average rent per person of $1.11. (1927)

Page 117. Houses in the Marshall, Clay and Leigh Street districts that rented for about $25.00 when occupied by whites, rent for $35.00 - $50.00 since the Negroes began to occupy them.

REPORT ON HOUSING AND LIVING CONDITIONS IN THE NEGLECTED SECTIONS OF RICHMOND, VIRGINIA - Weber.

Page 37 "The white families reporting paid an average of $6.75 per month per dwelling, or $1.80 per room, while the Negro families paid an average of $6.27 per month per dwelling, or $2.08 per room. It will thus be

observed that the Negroes pay $0.28 per room, or 14% more than the white families, or a difference of $0.84 for a three room dwelling, for the Negro accommodations being, as a rule, inferior, from the standpoint of plumbing, age and repair to those of the white families." (1913)

NEGRO PROBLEMS IN CITIES - Woofter.

Page 122. Rent of rooms and dwellings for Negroes in sixteen cities shows rent per room per week from $0.60 in Lynchburg, $0.88 Richmond, $1.16 Memphis, $1.18 New Orleans (highest in South) to $1.78 Gary, Indiana, $1.66 Harlem.

Page 126. There is a preponderance of evidence indicating that Negroes pay more rent than whites for same type of houses.

INFANT MORTALITY - A STUDY MADE BY THE FEDERAL CHILDREN'S BUREAU - 1923 - in Baltimore, Md.

Page 33. "The rentals paid by the colored families included in the study were excessively high."

Page 43. "Among the Negroes, as a whole, in spite of their paying a higher medium rental than any other group except the English and Celtic, the percentage of dwellings provided with the three stated sanitary arrangements (sewer connection, toilet for exclusive use of the family, and bath tub) was lower than among the native white or the Jewish families. It has been commonly believed that a Negro tenant pays more than a white tenant for similar accommodations. These findings confirm this belief so far as the City of Baltimore is concerned."

TEN YEARS OF HOUSING WORK IN CINCINNATI - 1928 - Bleecker Marquette, Executive Secretary of the Cincinnati Better Housing League.

Page 8. "For several years the Better Housing League has made rental surveys which have kept us in touch with the rentals that tenement dwellers pay.....Tenement rents are now stabilized at approximately $6.00 a room a month for white tenants and $7.00 a room among Negro tenants."

NEGRO PROBLEMS IN CITIES - Woofter.

Page 87. Lodgers in Negro families - canvassed 410 Negro families - found 53 or 13% kept lodgers - in Richmond.

Total group	Southern	cities	studied	15.9	kept lodgers
" "	Northern	"	"	34.0	" "

NEGRO HOUSING IN CERTAIN VIRGINIA CITIES - Knight.

Page 97. 4% of owned Negro homes in Richmond had leaking roofs.

24% of rented Negro homes in Richmond had leaking roofs.

Page 99. "Screening in houses is an important aspect of sanitation and good health. The homes of Negroes are especially likely to be located near the breeding places of flies, mosquitoes, etc.....A careful study would doubtless reveal a close correlation between this factor and the comparatively high infant mortality rate among Negroes."

In Richmond, of owned Negro homes only 46% had complete screening, and of rented homes only 17% had complete screening.

In 1920 only 23 Negro families were provided for by newly constructed buildings. In 1925, 406 number of families were provided for through building operations. There seems to be a surplus of flats now. Negroes prefer detached houses.

Page 116. "No accurate data are available as to the actual number of homes owned by Negroes in Richmond. The most recent statistics are those for 1910 which give the number of Negro homes as 10,496 and the number of homes owned by Negroes as 1,209. On account of the great growth in home ownership in recent years these figures are of little value for our purpose."

Page 155. A specially compiled table by the Bureau of Census lists for Richmond in 1920

Homes	White	Colored	
39,191	25,864	13,327	
28,492	17,529	10,963	rented
9,958	7,943	2,015	owned

Page 145. In this study 38.8 houses investigated were occupied by owners; 61.2 houses rented.

Page 135. "Bad housing conditions mean more than leaking and sagging roofs, rattling floors, low ceilings, room crowding, and land exploitation. We find in these areas a scarcity of municipal services.....Lack of paving and bad, muddy streets are especially prevalent, street lights are often either lacking or not functioning, and police protection

is more lax in preserving peace and order.....Houses of ill fame which must not stay in the white section are allowed to flourish unmolested in, or bordering upon the Negro areas."

The street sweeping schedule for the city of Richmond has been furnished by the DEPARTMENT OF PUBLIC WORKS (Oct. 20, 1928), and shows that general avenues of traffic running through colored districts, certain streets in the Church Hill colored district, and a very few other streets in distinctly colored districts are on the regular schedule. A letter from C. D. Gray, superintendent of the street cleaning department states "the streets in the West End District are washed nightly. Smooth paved streets in the fan shaped district from Laurel Street west, and from Broad to Main Street are washed daily and swept by broom twice a week." The Highland Park district, South Richmond etc. are under "wagon patrol", one wagon and three men. Paved streets in Barton Heights, Ginter Park etc are also apparently cleaned and swept by wagon patrol.

REPORT ON HOUSING AND LIVING CONDITIONS IN THE NEGLECTED SECTIONS OF RICHMOND, VA.
Weber - 1913.

Page 23. "Perhaps the greater part of sexual immorality which exists among the very poor is due to lack of privacy in the home." (This is probably an overstatement, but lack of privacy is no doubt a factor.)

Page 24. The average number of rooms per white family was 4.0 and per Negro family was 3.2 according to this Richmond study.

Page 30. "The Negro families mostly occupied two and three room dwellings and the white families three and four room dwellings. Otherwise there is not very much difference between the character of the habitations of the whites and Negroes in the sections studied, except that the former are, as a rule, in a better state of repair."

Economic Status and Dependency Problems

THE NEGRO WELFARE SURVEY OF RICHMOND, VIRGINIA.

MATERIAL ON THE ECONOMIC STATUS

and the

DEPENDENCY PROBLEMS OF NEGROES

Material Compiled From

Report of the Virginia Commissioner of Labor - 1927.

Letters from Commissioner of Revenue, City Treasurer, etc.

Virginia Department of Public Welfare - 1927 Report.

Richmond Department of Public Welfare - 1927 Report.

Richmond Directory of Social Agencies, and Supplementary Reports on Institutional Capacity, Enrollment, etc.

American Federation of Labor Reports, etc.

Infant Mortality - Federal Children's Bureau.

Etc.

This section of the Survey may be properly considered along with all the other sections as there is an economic factor in housing, health, education, behavior and recreation.

June Purcell Guild

June Purcell Guild,
Director of the Survey.

REPORT OF VIRGINIA STATE COMMISSIONER OF LABOR - 1927:

Pages 9 & 10. Average Daily Wage Rates in General Contracting:

	White	Colored
Bricklayers	$11.00	$9.60
Carpenters	6.24	4.22
Cement Workers	6.33	4.42
Electricians	6.36	---
Engineers	7.87	---
Helpers	3.37	3.08
Laborers	3.25	3.06
Lathers	6.08	5.40
Painters and Decorators	5.81	4.00
Plasterers	9.26	9.12
Plumbers and Gasfitters	8.60	---
Sheet Metal Workers	7.09	---
Slaters and Tile Setters	8.37	---
Steam Fitters	9.33	---
Miscellaneous	4.29	2.75

Other interesting average daily wage rates in this report under painting and paper hanging, and plumbing and steam fitting are

	White	Colored
Apprentices	$3.35	$3.00
Helpers (painting)	3.50	---
Painters and Decorators (painting)	5.34	3.69
Paperhangers	6.20	---
Electricians	6.28	---
Laborers	3.21	3.03
Plumbers and Gas Fitters	6.49	4.04
Painters and Decorators (plumbing)	6.00	---
Sheet Metal Workers	6.16	4.75
Steamfitters	7.33	---
Slate and Tile Setters	8.24	---

In the following classifications under general contracting the Negroes were receiving higher wage rates than whites:

	White	Colored
Apprentices.....	$3.24	$3.49
Hod carriers.....	4.28	4.33
Stone masons.....	6.50	8.00

In the case of stone masons the white hourly rate per day was 9 and the colored 8.

In plumbing and gasfitting, colored helpers were paid $3.40 a day, as against $3.23 to white helpers, the hours the same.

It is interesting to note that Negro apprentices in general contracting received 25¢ a day more than white apprentices, but worked 1 hour a day longer than white; apprentices in painting and paper hanging were paid on the average, daily, $3.35 white and colored $3.00. In this case the white hours were 8 a day on the average, and the colored 7. Apprentices in plumbing and steamfitting were paid $3.04 white and colored $2.93, the white daily hours being 8 plus and the colored 9 plus. Negro sheet metal workers received $1.41 less per day on the average than white, but the average hours of labor for white were only 8 plus as compared to 10 hours for colored.

Page 11. In abattoirs, meat packing plants etc., of 1,462 workers reported to the State Labor Commissioner 350 were receiving over $25.00 a week; only 14 of these were colored. The number of white wage earners was 637 and colored 590. Salaried workers 226.

Page 19. In bakery products, of 1,605 workers 492 were receiving $25.00 a week and over; 58 were colored. The number of white wage earners was 987 and colored 310. Salaried workers 308.

Page 22. In brick and tile plants, 1,503 workers reported, 927 colored, 487 white; 59 whites were receiving $25.00 a week and over, and 62 colored. Salaried workers 89.

Page 24. In candy and chewing gum plants, (employing large numbers of women), 1,893 wage earners - 507 white, 1,255 Negroes. 182 were receiving above $20.00 a week; 28 of them were colored. Salaried workers 151.

Pages 26 & 27. In canneries (employing large numbers of women), of 3,763 wage earners, 74 were receiving $20.00 a week and over of them 8 were colored. The number of white wage earners was 1,019 and colored 2,538. Salaried workers 212.

Page 37. In fertilizer and guano plants, 2,697 wage earners reported, 297 white, 2,082 colored, 169 receiving $25.00 a week or over, 9 of them colored. Salaried workers 348

Page 84. In tobacco plants (employing large numbers of women), of 6,845 wage earners reported, 933 were receiving $18.00 a week or over, 298 of them were colored. The number of white wage earners was 2,314 - colored 4,144. Salaried workers 387.

Under date of October 10, 1928, Frank Morrison, Secretary of the AMERICAN FEDERATION OF LABOR states in a personal letter that he is unable to state the number of Negro members, but the American Federation of Labor "looks with disfavor upon trade unions having provisions which exclude from membership persons on account of race or color."

Under date of October 19, 1928, Miss Elizabeth Christman, Secretary-Treasurer of the NATIONAL WOMEN'S TRADE UNION LEAGUE, states in a personal letter, "More and more we are finding that National and International unions are encouraging the formation of colored locals. One hundred and two of the hundred and ten National and International unions affiliated with the American Federation of Labor admit Negroes. Not all of these unions, however, have Negro members, notwithstanding the fact that Negroes are eligible to membership."

The local situation is as follows:

Secretary Robertson, CENTRAL TRADES AND LABOR COUNCIL, states that there are several Negro unions in Richmond, including the blacksmiths' helpers, plasterers, hodcarriers, but none of these organizations are affiliated with the Central Trades and Labor Council and are not permitted to use the Labor Temple for meetings, so that he can give no information about membership in Negro unions in Richmond.

LOCAL BRANCH - WOMEN'S TRADE UNION LEAGUE states October 22, 1928, they have as yet made no effort to organize colored working women in Richmond.

They have had contact with only about 20 white working women.

REPORT OF HOUSING AND LIVING CONDITIONS IN THE NEGLECTED SECTIONS OF RICHMOND, VIRGINIA, Weber-1913.

Page 26. "The average yearly income of the head of the family alone was $589.58 in the case of white wage earners, and $369.52 in the case of Negroes."

(Based on 109 white and 229 Negro cases studied.)

RICHMOND COMMUNITY FUND - Special Compilation:

In 1927 - 2,222 Negroes subscribed $13,506.07 to the Community Fund. Of this number 659 paid in full, 1,379 have not paid anything, the others have paid something.

Letter of October 12, 1928, from CITY COMPTROLLER, Landon B. Edwards:

"I have .....been over the records in the Commissioner of Revenue's office and find that the taxes assessed for 1928 are as follows:

White - Real Estate.....	$5,371,243.66	
White - Personal.....	364,738.02	$5,735,981.68
Colored-Real Estate.....	68,928.32	
Colored - Personal.....	59,229.53	128,157.85
		5,864,139.53"

POLL TAXES for Richmond paid in 1927, as given by H. L. Hulce, CITY TREASURER:

White..... 37,383.00

Colored..... 4,404.00

STATE INCOME TAXES PAID: Letter of October 19, 1928, from STATE TAX COMMISSIONER, C. H. Morrissett; "There is no way to furnish the information desired by you as to income taxes. From my general knowledge of the subject, I should say that the amount of income taxes paid by colored people in the city of Richmond is very small indeed."

STATE DEPARTMENT OF PUBLIC WELFARE: - 1927.

Page 31. Number of white persons in alms houses in state.....1,470

" " colored " " " " " " 1,290

Total.....2,760

Number of white persons helped by public out-door relief..2,748

" " colored " " " " " " ..2,073

Total.....4,821

RICHMOND DEPARTMENT OF PUBLIC WELFARE - 1927:

Page 166. Total number of white persons admitted to Richmond City Home 424
" " " colored " " " " " " 420
Total.....844

Page 165. CITY SOCIAL SERVICE BUREAU recommended for admission to City Home during 1927:

White	72
Colored	116
Pregnant, unmarried mothers - white	6
" " " - colored	39
Venereal - white	3
" - colored	12
Tuberculosis - white	5
" - colored	37

Page 166. Adults admitted to City Home-1927:

White	204
Colored	421

Mr. Thomas Morton on October 26, 1928, stated there were 148 white persons and 203 colored persons actually in the City Home, that there are always more colored than white there, although, as a rule, the difference in the two groups is not this great.

Report specially prepared by the DEPARTMENT OF PUBLIC WELFARE for this study, showing number of white and colored cases handled by the City Social Service Bureau from January 1st to December 31, 1927:

	White	Colored
City Home	111	136
Dispensary	3	0
Hospital	8	0
Mothers' Aid #	12	0
Coal and wood	796	477
Shoes	1,025	204
Pine Camp	114	0
Water	24	20
Welfare	100	61
Total	2,193	898

These were applicants for the Mothers' Pension. Twenty-two pensioners were carried during 1927, all of which were white.

INFANT MORTALITY - #119 FEDERAL CHILDREN'S BUREAU:

Page 105. "Poverty, therefore, through lack of means to provide the physical essentials for health, as well as to procure medical and nursing assistance when needed, appears to have a direct influence upon the infant mortality rate."

The following table compiled from figures taken from the RICHMOND DIRECTORY OF SOCIAL AGENCIES, and other sources, gives an idea of the comparative facilities which are privately provided in Richmond for white and colored adult dependents:

White	Capacity	Colored	Capacity
Baptist Home for Aged Women	30	Afro-American Old Folks' Home	35
Home for Needy Confederate Women	45	Old Folks' Home	24
Little Sisters of the Poor	150		
Protestant Episcopal Church Home	30		
Richmond Home for Ladies	28		
Soldiers' Home			
Hebrew Home for Aged and Infirm (Provides boarding homes for limited number)			
Total - exclusive of Hebrew Home and Soldiers' Home	283		59

THE LOCAL FAMILY AGENCIES report that they have carried the following cases in Richmond among Negro families:

January 1927-28 BUREAU OF CATHOLIC CHARITIES cared for 25 colored cases, 7 of which were children's cases, involving 64 individuals - amount of relief furnished $291.30.

Does not employ a colored social worker.

FAMILY SERVICE SOCIETY (formerly Associated Charities) report, (October, 1928) that in the past year they cared for 527 Negro cases, containing a total of 1,807 individuals. The amount spent for Negro Relief was $10,357.79. During the same period 1,322 white cases received $28,674.20.

SALVATION ARMY - 76 colored families, including 252 individuals given baskets at Christmas time. At the present time (Oct. 1928) 2 colored family cases open and 6 colored transients.

Does not employ a colored worker, but had a part time Negro investigator at Christmas time. (Special report)

VOLUNTEERS OF AMERICA has no facilities for Negroes, and does no work for them. Occasionally a transient Negro asks for a meal, which is provided. (Statement Captain Thom, Oct. 1928)

U. S. VETERANS' BUREAU -Letter of October 16, 1928 states:

"I regret to say that we are unable to furnish you the figures showing the exact number of claimants who are receiving medical and financial benefits from this Bureau. This is due to the fact that there is no distinction made in our general files as to white or colored claimants. I understand the total number of colored soldiers in the service from Virginia numbers 16,000. Of this figure approximately 1,000 Negro soldiers were from the city of Richmond. I am unable to say what proportion of this number are receiving benefits from the Bureau."

Veterans' Bureau does not employ a colored worker.

ICE AND MILK MISSION - Mrs. Chas. E. Belling, President, states (Oct. 10, 1928) that ice and milk are furnished to Negroes, but separate figures are not kept.

THE GOODWILL INDUSTRIES: Rev.Coles states (Oct. 18, 1928) that his organization does not do any work for Negroes.

The following table gives an idea of the facilities provided and the service given to dependent children in Richmond:

White Nurseries	Licenced for	Average Daily Attendance
Belle Bryan Day Nursery.....	60	60
Fulton Day Nursery.....	--	15
Sunnyside Day Nursery.....	36	23

Colored Nurseries

Friends' Asylum Nursery Department..... 5

Mrs. Walter Beverly, Secretary of the Fulton Colored Day Nursery, 739 State St., stated Oct. 26, 1928, that it was hoped that this Nursery would be ready for children by Nov. 1, 1928, and will be able to serve about 15 colored children a day.

THE FEDERAL WOMEN'S BUREAU in NEGRO WOMEN IN INDUSTRY (1922) says

"Work for wages is much more wide-spread among Negro than among white women. In 1910, 54.7% of Negro women over ten years of age and 19.6% of white women over ten years of age were gainfully employed."

Infant Mortality - FEDERAL CHILDREN'S BUREAU REPORT #119 :

Page 48. "Per cent native white mothers employed away from home during pregnancy 5.5, foreigh born mothers 11.4, colored mothers 44.9" *

CHILD PLACING AGENCIES: According to special reports,-

The Children's Home Society of Virginia placed one Negro child in the past year.

The Children's Aid Society of Richmond handled 27 Negro cases in the past year and has 2 Negro children in free boarding homes at the present time. (Oct. 1928)

INSTITUTIONAL CARE:

At the time of the Study of Children's Institutions made by the CHILD WELFARE LEAGUE OF AMERICA in 1926, there were thirteen children's institutions which were caring for 394 white and 42 colored children in Richmond. The following table shows what these several institutions are and their present capacity or enrollment.

White Children	Capacity	Colored Children	Capacity
Bethany Home	60	Friends' Orphan Asylum (There now: 17 and 5 of these are partly paid for by relatives)	24
Boys' Home - Covington (18 from Richmond at present).	79		
Memorial Home for Girls	50		
Myrtle Lawn Receiving Home. (9 there now)	12		
Richmond Male Orphanage	37		
St. Joseph's Academy and Orphanage	82		
Virginia Conference Orphanage	200		
Children's Home Society of Virginia (11 Richmond children at present)	75		
Foundlings' Home	12		
Total	607 plus		24

* Also note data, page 10, on employed Negro women in Richmond received October 30, 1928, from Women's Bureau, Washington, D. C.

The MASONIC HOME also takes white children from Richmond. At the time of the CHild Welfare League Study there were 10 children in this Home from Richmond.

DEPARTMENT OF PUBLIC WELFARE - 1927:

Page 162.	Children in City Home	Daily Average
	White.....	33
	Colored.....	24
Page 166.	Children admitted during year - white	120
	Colored	102

THE PRIVATE MATERNITY HOMES in Richmond are as follows:

For White	Capacity	For Colored
Evangeline Booth Home and Hospital.....	21	0
Spring Street Home.....	20	
Total	41	

The City Home in 1927, according to Mr. Morton, superintendent, furnished confinement care as follows:

To white women	2
To colored women	30

Mr. Morton states that as a rule the number of white women is larger.

About three-fourths of the births at the City Home are illegitimate. (Oct. 29, 1928)

RICHMOND BOARDING HOMES LISTED IN THE DIRECTORY FOR SOCIAL AGENCIES:

White	Capacity	Colored	Capacity
Floyd Hall.....	18	Home for Colored Girls...	20
Ry. Y.M.C.A.-Dormitory.....	93	Phyllis Wheatley Y.W.C.A.	24
Salvation Army.....	51	Colored Y. M. C. A.	
Volunteers of America.....	15	(No dormitory, but last year cared for about 50 in private boarding houses.)	
Y. W. C. A. - The Walford.....	71		
Boarding Home.....	48		
Wilson Inn.....	20		
Y. M. C. A.....	93		
Hebrew Sheltering Aid..... (Lodging, meals, transportation to Jews as necessary)			
Total..... (exclusive of Jewish care)	409		44 (exclusive of Y.M.C.A.)

Specially prepared material from the FEDERAL WOMEN'S BUREAU, October 30, 1928,

Compiled from the U. S. Census figures for 1920.

Total number of women gainfully employed in Richmond .. 26,634
Negro..... 13,084
White..... 13,550

Total number married women employed in Richmond 6,984
Negro 5,276
White 1,708

Of the 13,084 Negro women employed 3,374 were in manufacturing and mechanical industries, 1,223 were in tobacco factories, 9,055 were in domestic and personal service, 4,956 were other servants, 2,774 were laundresses, not in laundries etc.

Dr. Will W. Alexander, director, COMMISSION ON INTERRACIAL COOPERATION, says in a letter of Nov. 1, 1928:

"The general experience in social studies of housing, health, recreation, etc., is your best guide in that part of your study. You are, of course, in touch with all the people who have had experience. However, I do want to make the suggestion that a careful investigation be made of the economic conditions among Negroes. I refer more specifically to employment, wages, etc. From many sources we are getting indications that Negroes are being crowded out of jobs by white people and that many of the opportunities for work, which one would suppose to be open to Negroes, are not open to them. No Southern city has ever been studied from this standpoint and I hope that before you are through you will get a picture of just what is happening in regard to employment - the limitations, discriminations, and changes that are taking place, and the causes. The thing I refer to is a piece of pioneering and, if you get some valuable experience as to method, we shall want to make it available for other Southern cities. As I see it, the economic question is the "great unanswered" in connection with Negro life."

Behavior Problems

THE NEGRO WELFARE SURVEY OF RICHMOND, VIRGINIA

BEHAVIOR PROBLEMS OF NEGROES

Material Compiled From

Report State Board of Public Welfare - 1927.

Report Police Department - 1927.

Report Juvenile and Domestic Relations Court - 1927.

A Study of Delinquent and Neglected Negro Children before the New York City Children's Court - 1927.

Material on the care of the Feebleminded and Insane in Certain States.

Material on Illegitimacy Compiled by Federal Children's Bureau etc.

Negro Problems in Cities - Woofter.

Statement of Travelers' Aid Society.

Etc.

June Purcell Guild

June Purcell Guild,
Director of the Survey.

STATE DEPARTMENT OF PUBLIC WELFARE - Year ending June 30, 1927.

Page 32. Number of white persons committed to jails in Virginia -

Year ending June 30, 1927.....17,311

Number of colored persons committed to jails in

Virginia -

Year ending June 30, 1927.....15,459

White population in Virginia in 1925.....1,773,500

Colored " " " " 1925..... 712,500

Total population in 1925 2,486,000

REPORT OF POLICE DEPARTMENT - Year ending December 31, 1927.

Page 9. Arrests - Richmond:

White males.....10,162
White females..... 918
Total white.....11,080

Colored males..... 8,607
Colored females.... 1,824
Total colored.....10,431

Total colored and white..21,511

The population of Richmond in 1927 as given by the Census Bureau was

White.....138,525
Colored..... 55,919

Total colored and white 194,444

Page 12. Of the people arrested in Richmond 20,933 could read and write
578 were illiterate

Total.....21,511

Page 13. The occupation of those arrested in Richmond - 1927:

Laborers.....11,530
No occupation..... 1,639
Domestics..... 1,638
All other occupations..... 6,704

Total.....21,511

JUVENILE AND DOMESTIC RELATIONS COURT - 1927:

Page 15. Adults before court in 1927:

Total white men.....	1,207)	Total white.....1,252
Total White women.....	45)	
Total colored men.....	1,046)	Total colored...1,108
Total colored women.....	62)	
		Grand Total.....2,360

Page 25. Unofficial Complaints:

Adults - White men.....	337)	Total white..... 391
White women.....	54)	
Colored men.....	151)	
Colored women.....	46)	Total colored... 197

STATE DEPARTMENT OF PUBLIC WELFARE:

Page 6. Delinquency: "The colored delinquent boys committed numbered 219, the white 216, although the colored boys from 10 - 19 years of age in Virginia were in 1920 only slightly over 30% of the total boys of these ages. There were 116 white, delinquent girls and 61 colored. Thus the total commitments of white children for delinquency are 332, while the total commitments of colored children for this cause are 280. Of the dependent or neglected children there were 27 white boys, 24 white girls, 20 colored boys and 20 colored girls."

New commitments - 703 for the year.

Page 10. Of the total number of children under care June 30, 1927, by the State Department 972 were white and 1,415 were colored.

Since January 1, 1912 to June 30, 1927, the Department has had

3,115 white children committed to it and
3,532 colored children.

REPORT OF JUVENILE AND DOMESTIC RELATIONS COURT--1927:

Page 10. Children before the court in 1927.

	White	Colored	
Total offenders - boys.....	941)	682)	1,866
girls.....	99)	144)	
Dependent and Neglected - boys..	46)	28)	125
girls.	22)	29)	

White offenders	1,040	White dependents	68
Colored "	826	Colored "	57

Unofficial Complaints:

Children	White	Colored
Boys	69	41
Girls	33	29
	102	70

NEGRO PROBLEMS IN CITIES - Woofter:

Page 227. "Negro children contribute a disproportionately large number of cases to juvenile courts."

	Estimated Negroes in Population	Negroes in Total Juvenile Cases
RICHMOND - average 1921-24.....	31.5	41.0
Memphis " 1925	31.0	48.0
Charleston " 1925	47.0	75.0
Chicago " 1925	5.0	16.0

Page 228. "Judges and court workers, without exception, mentioned the economic factor as perhaps the chief contributing cause of excessive delinquency among Negro children. Low wages and the consequent inability of the father to support the family result in both parents going out to work, so that neither can be at home when the children should be sent to school. As the children return home before their parents do, and have little systematized recreation to attract their attentions, they drift into trouble.

A second factor is the broken family. Court officials in at least five cities pointed to the fact that husbands regard loosely their marriage ties, desert their wives, and throw responsibility of bread-

winning upon the mothers who therefore have little time to devote to their children. Lack of supervised recreation during the absence of parents was mentioned by court officials of Indianapolis, Charleston, Memphis, RICHMOND, and Louisville."

Pages 27 and 29. Juvenile Detention Home:

White boys detained	648)	922
" girls "	274)	
Colored boys detained	817)	1,068
" girls "	251)	

Largest number of white detained at one time	30
" " " colored " " " "	39

Page 5. "The court is desperately in need of additional probation officers..... Each of these officers has averaged 135 probationers under supervision throughout the year."

> "Federal Children's Bureau Standards recommend that a probation officer carry a load of not to exceed 50 cases."

Page 21. There was no regular colored probation officer during 1927. Since March 10, 1928, the Civico Club, a colored organization, has paid the salary of one colored probation officer for colored boys. At the end of 1927 there was a total of 85 colored boys on probation. There were also 37 colored girls on probation, 40 white girls, and 134 white boys. There are two probation officers for white boys and girls and colored girls. There are three adult probation officers. These are all white. They had during 1927, 360 white persons under care, and 232 Negroes under care.

Quotation from the report of the study made in Richmond by the CHILD WELFARE LEAGUE OF AMERICA in 1926:

"The Juvenile Court is handicapped by an insufficient staff of probation officers. The efficiency of the present staff would be greater if it was composed of persons who had had previous training and experience in probation work. The staff is now heavily overloaded with the

result that cases recur or are dealt with by half way measures."

IN A STUDY OF DELINQUENT AND NEGLECTED NEGRO CHILDREN, before the NEW YORK CITY CHILDREN'S COURT, and conducted by the Joint Committee on Negro Child Study of New York City, in cooperation with the National Urban League, and the Women's City Club of New York City, published in 1927, it is stated on page 7 that the "Contributing causes of delinquency among Negro children are:

1. Lack of opportunities for supervised recreation.
2. Lack of parental control commonly where mothers work outside the home.
3. Retardation in school and resulting tendency to truancy.

Among the recommendations are:

1. The extension of the programs of Boy Scouts, Christian Associations to Negroes.
2. Increase in municipal facilities for play.
3. Provisions for after school and summer activities in Negro schools.
4. Neighborhood centers for adults as well as children.
5. Further development of summer camp facilities.
6. More colored boarding homes with adequate supervision.
7. Extension of probation service for colored children.
8. Increased number of probation officers, etc.

The following data are taken from an unpublished study of June I. Guild, made in the summer of 1928, on the extent and care of feebleminded and insane persons. The data were compiled from information furnished by the State Boards of Public Welfare of the various states.

Feebleminded persons cared for per 100,000 of the population varied as follows:

Mass. 125; Minn. 75; New York 73; Ill. 62; Ind. 60; Ohio 57; Md. 53; Pa. 49; VIRGINIA 29; N. C. 21; W. VA. 20; Ky. 19; S. C. 19; Tenn. 13; N. C. - Tenn. - Ky. - S. C. care for no colored feebleminded. W. Va. cares for 25; Md. 30; and VIRGINIA 150 at the Central State Hospital.

The care for insane varied as follows in the northern group:

N. Y. 450; Mass. 425; Ill. 282; Minn. 278; Pa. 235; Ohio 218; Ind. 200;

In the southern group: Md. 351; VIRGINIA 288; N. C. 264; Ky. 204;

S. C. 203; W. Va. 199; Tenn. 112.

The figures on the care of insane divided for white and colored in the southern groups are as follows: Md. total 5,480, including 873 colored; VIRGINIA total 6,500, including 2,000 colored; N. C. total 6,769, including 2,069 colored; Ky. total 4,899, including 905 colored; S. C. total 3,625, including 1,719 colored; W. Va. total 2,983, including 282 colored; Tenn. total 3,707, including 492 colored.

STATE DEPARTMENT OF PUBLIC WELFARE:

Pages 22 & 29. Some comparisons on capacity and per capita costs, per year - white and colored state institutions:

	Per Capita Cost	Capacity
Central State Hospital (colored)	$155.04	2,030
Eastern State Hospital (white)	192.45	800
Southwestern State Hospital (white)	202.89	1,000 (including Davis Clinic for ex-service men)
[illegible]	[illegible]	[illegible]
Western State Hospital (white)	176.00	1,594
Virginia Colony for Epileptic and Feebleminded (white)	186.28	775

Total capacity for Negroes 2,030
" " " White 4,169

The Central State Hospital has about 150 colored, feebleminded under care. There is no separate institution for colored feebleminded in Virginia. The Virginia Colony for Epileptic and Feebleminded White has a capacity of 775.

Quotation from a letter received from Dr. H. C. Henry, Superintendent, Central State Hospital, Oct. 10, 1928.

"Answering yours of October 9th would say that the number of insane committed from the city of Richmond to this hospital during our last fiscal period, July 1, 1927 to June 30, 1928, was 79. Of these there are remaining 52 insane, 3 epileptic, and 6 feebleminded, making a

total of 61...We are fearfully overcrowded, but this is true also of the other institutions in the state. We have as yet no accommodation for feebleminded males. Our capacity is 2,030 and we have at this time actually in the hospital 2,469."

STATE DEPARTMENT OF PUBLIC WELFARE:-

Page 8. Intelligence rating as given by Children's Memorial Clinic to certain children, including those committed to State Department of Public Welfare, 1926-27.

	White	Colored
Feebleminded	70.1	51.3
Borderline	13.9	27.2
Normal	16.0	21.5

"In the colored group ten points were allowed in each class for difference in average intelligence of the two races." (The Children's Memorial Clinic, Dr. Coghill, states (Oct. 25, 1928) that the exact authority for this statement is unknown, but it seems to have been a rule used by a clinic psychologist.)

"The average I. Q. of these white children was 65.5."

Among the colored "The average intelligence of the group was 60.7."

The psychologist's report for the Children's Memorial Clinic for 1926 shows that in a group of 331 cases examined for the State Board of Public Welfare , of 173 white children 62% were below 70 I. Q. (Indicates mentally defective), and of 158 colored children 47% were below 60 I. Q. (Indicates mentally defective).*

Some comparisons on capacity and per capita cost at state institutions:

	Per Capita Cost	Capacity
Virginia Industrial School for Boys (Maidens)	$330.91	225
Virginia Manual Labor School for Colored Boys (Hanover)	261.42	210
Virginia Industrial School for Girls (Boh Air)	302.19	110
Virginia Industrial School for Colored Girls (Peaks Turnout)	262.31	100

Total Capacity for white 335
" " " colored 310

* For further data on Negro intelligence see Supplementary P.I.Behavior.

THE TRAVELERS' AID SOCIETY OF VIRGINIA employs one Negro worker and cared for 1,483 Negro cases out of a total of 10,374 cases last year. In a specially prepared statement this society says they have contact with Negroes coming into the city and protect Negro girls, women and children, secure respectable lodgings for them etc. Also, "There is need of a moderate priced place where lodging can be secured for the better type men, such as the Y. M. C. A. Also need of lodging for both men and women of the nature of a well conducted Salvation Army lodging house."

SPECIALLY COMPILED DATA ON ILLEGITIMACY BY FEDERAL CHILDREN'S BUREAU: •

	1918:	1919:	1920:	1921:	1922:	1923:	1924:	1925:	1926:
Illegitimate births per 1000 live births U. S. birth registration area. #	17.4	-21.1	-22.7	- 24.4	-23.8	-23.3	-24.1	-23.7	-24.0
White	11.7	-12.7	-14.2	-;14.2	-14.2	-13.8	-14.4	-15.4	-15.4
Colored	110.5	-119.0	-122.7	-126.4	-127.2	-123.4	-120.6	-116.9	-117.7
VIRGINIA	50.7	-53.3	-54.0	-55.6	-56.1	-56.6	-54.6	-59.2	-56.9
White	17.4	-18.2	-19.9	- 20.2	-19.7	-20.5	-20.2	-20.6	-19.4
Colored	125.4	-129.6	-129.0	-135.2	-137.0	-138.6	-133.1	-146.2	-143.3
RICHMOND X	96.0	-89.9	-101.7	-91.6	-94.1	-93.0	-83.9	-88.7	-87.5
White	44.9	-46.3	-50.2	-39.3	-38.5	-42.2	-37.7	-33.2	-26.2
Colored	206.5	-183.3	-201.1	-198.0	-199.8	-191.1	-183.0	-190.0	-198.7

Richmond - 1927 - Total 89.8
White 30.7
Colored 198.5

• Source: United States Bureau of the Census.

\# Exclusive of California and Massachusetts; birth certificates of these state do not require this information.

X Federal Children's Bureau stated "no figures available" for Richmond. Figured from data furnished by State Bureau of Vital Statistics by Harvey W. Little, Richmond Community Fund.

As mentioned in the section on ECONOMIC STATUS of this Survey, there are no private agencies for illegitimate, colored mothers or abandoned colored children in Richmond, and three institutions for white mothers and children with a total capacity of 53, including the Foundlings' Home.

Recreation -

THE NEGRO WELFARE SURVEY OF RICHMOND, VIRGINIA.

RECREATION FOR NEGROES

Material Compiled From

Negro Problems in Cities - Woofter.

1927 Report Richmond Bureau of Parks, Cemeteries and Recreation.

Specially compiled information on Municipal playgrounds - Mr. J. Malcolm Pace.

Information given by Colored Playground and Recreation Association.

Information given by Girl Scouts.

Information given by Boy Scouts.

Report of Phyllis Wheatley Y. W. C. A.

Information given by president of Colored Y. M. C. A.

Ritchie Report on the Richmond Y. M. C. A. - 1924.

By-laws and Charter - Community House for Colored People.

When completed this section should have subdivisions on

1. Public recreational facilities; parks, playgrounds etc.
2. Private recreational activities - community centers, boys' and girls' clubs, the Y. M. C. A, the Y. W. C. A. etc.
3. Commercial recreation, including theatres, motion picture houses, pool and billiard rooms, dance halls etc.

June Purcell Guild

June Purcell Guild,
Director of the Survey.

NEGRO PROBLEMS IN CITIES - Woofter:

Page 237. Libraries: "In Richmond a portion of the reading room is reserved for colored people. They have access to the shelves under a system which conforms to Southern tradition."

Page 243. "Y. M. C. A's in the South do not, as a rule, compare favorably with the associations in Northern cities. One of the main reasons for this is that Southern associations on the whole are independent branches and not part of the municipal Y. M. C. A. system as in the North."

Page 246. Y. W. C. A. "The association in Richmond is in need of a gymnasium and swimming pool."

Page 248. Girl Scout and Boy Scout work among Negroes very limited in the cities studied.

Page 249. Groups of Negro boys who wished to organize scout troops in Richmond found it impossible to do so because the local organization was unwilling to allow Negroes to use the title and uniform.

October 13, 1928, Scout Master, Chas. L. Weaver, states that two Negro troops, with a membership of about 75 are now registered, and 3 more forming.

Page 249. Very few Boys' Clubs for Negroes discovered during this study.

Page 230. "In some of the southern cities the effort to deal with the adjustment of Negro children in an understanding manner is notable and commendable."

Page 232. Parks: Indianapolis, Lexington, Louisville, Knoxville, Memphis, Atlanta, have separate parks for Negroes. "The disparity in standards is noticeable with respect to both size and equipment." "Negro parks are also often inadequately supervised by the police."

Indianapolis, Louisville, New Orleans, Atlanta have swimming pools for Negroes, built very recently.

"Negroes are tax payers and have just claims on the recreational facilities of the city."

"Parks that lack athletic fields, dancing facilities, swimming pools, music, and even shade, will not attract the young people."

Page 233. Playgrounds: "In general, Negro playgrounds are less numerous, smaller, poorer in equipment and less adequately supervised than playgrounds for white children in the same city."

ANNUAL REPORT DIRECTOR OF PUBLIC WORKS - Richmond - 1927.

Division of Recreation: Bureau of Parks, Cemeteries and Recreation.

Page 162. There are 10 Municipal white playgrounds in Richmond: Brookland Boulevard; John B. Cary School Yard; Seabrooke; South Richmond; Oak Grove; Clarke Spring; Chimborazo; "Hilltop," Fulton Hill; William Fox School Yard; Madison.

There are 5 colored playgrounds: The Viaduct Playground; Southside; Hovey Field (Va. Union University); Buchanan School Yard; Baker School Yard.

Page 162. Playgrounds are open June 15 to September 15.

There are 7 white city winter play centers and one after school playground-in J. E. B. Stuart School Yard-for girls. The 7 winter centers are: John B. Cary School Yard-for boys and girls; Fulton School -boys and girls; Highland Park School - boys and girls; Helen Dickinson School - for girls; Northside Junior High - for boys; City Normal - for boys; Mathew Maury - for girls.

There are no colored winter centers operated by the city (one to be started by Colored Playground and Recreation Association Oct. 29, 1928, at Booker Washington School.)

One swimming lake - white, at Byrd Park.

Athletic Fields: Byrd Park; Carter Jones Park (South Richmond); Luck's Field (Fairmont); Brookland Boulevard-used only by white.

SPECIALLY COMPILED INFORMATION ON MUNICIPAL PLAYGROUNDS - by J. Malcolm Pace:

	White	Colored
Average daily attendance on all playgrounds.....	4,000	1,300
Enrollment.....	not stated-	not stated
Number of hours grounds are open per day.....	5	5
Number of days per week grounds are open.....	6	6
STAFF: Number of workers on each ground: average	5	2

Salaries paid to city playground workers:

	White	Colored
Director.....	$80.00	$70.00
Play leader.....	70.00	25.00
Pianist.....	20.00	none
Boys' worker.....	40.00	"
Care-taker.....	60.00	"

Experience and training of workers: "The majority of workers employed by the City Playground Department are graduates of the School of Social Work and Public Health, or have had previous experience in recreation and physical education." (Note: The Negroes are not eligible to the training offered by the School of Social Work.)

Following information furnished by Mrs. Alice Harris, Director,

THE COLORED PLAYGROUND AND RECREATION ASSOCIATION, an agency of the Community Fund: the association operated the following playgrounds: George Mason School; Osgood Memorial Church; Booker Washington School; Fifth Street (On Hebrew Cemetery ground), for 3 months each year, 5½ hours a day; 5 days a week; employed 8 trained play leaders, in 1927.

Mrs. Mason White, director of the local GIRL SCOUT organization, in a specially prepared statement of October 14, 1928, states "We feel there is a large field of work untouched among the Negro girls, but our organization has not yet reached the point where it can undertake such a project."

The last annual report of the PHYLLIS WHEATLEY BRANCH Y. W. C. A. (colored) shows that that organization has 1,373 members, including 620 girl reserves, and that 22 girls used the summer camp, 1927. There were 207 enrolled in health education classes, 77 in other educational classes, 124 in clubs, and 52 enrolled in the industrial department etc. This organization has no gymnasium and no swimming pool.

THE COLORED Y. M. C. A., located at 214 E. Leigh St., is not a member of the Richmond Community Fund. John T. Powell is the president. Its facilities consist of an outdoor playground, meeting rooms, library and reading rooms It has no gymnasium and no swimming pool. The following facts were given about the colored Y. M. C. A. by Mr. Powell (in a personal interview Oct. 22, 1928): The Colored Y. M. C. A. has about 150 members, who pay $2.00 a year. Other money raised by board. Formerly raised about $2,200 a year; since the organization of the Community Fund this has fallen to about $1,500 - $1,700 a year. Established about 39 years ago. Building cost $6,000, worth now about $9,600, and is entirely paid for.

Y. M. C. A. Report, May 6-10, 1927, Section C.

Page 28. Quotation from a letter from National Council Secretary for Colored Work in the South, - in regard to Richmond Colored Y. M. C. A.:

"The present encumbent (age about 75) has been executive secretary of the organization since 1891 - 35 years, ...There is an indebtedness, the amount of which I have not been able to ascertain as yet. The building is entirely without equipment or attractive program .....support of the Association comes almost wholly from "after church" collections and personal solicitation by the secretary. A very small per cent comes from membership, due to the fact that the building and program do not appeal to red-blooded men or boys."

The following paragraphs are quoted from a study made of the local Y. M. C. A. situation in October 1924, by the National Y. M. C. A. These recommendations are embodied in the Ritchie report of 1924, and the King report of 1928.

RECOMMENDATIONS

1. That in the proposed plan of Community Orgination a district be formed embracing colored population. The colored people are sufficiently centered in one section of the city to make this easily possible.

2. That the present Colored Y. M. C. A. be asked to become a unit of the Community Organization to serve the needs of the colored men and boys in the district above indicated.

3. That since the Colored Y. M. C. A. is not eligible for participation in the Community Chest this year a strong effort be made to secure a budget through additional askings by the General Association to finance the work for colored men and boys. Such a budget should include an amount that would make possible the employment of three men, -- an executive with ability to do boys' work, a religious work secretary and an assistant to serve as building attendant also.

4. That the relation of the Central Association to the colored unit be such as not to involve the transfer of the property owned by the colored Y. M. C. A., but such as to insure proper expenditure of all funds, a staff personnel competent to put over a first-class program, and a program in keepting with recognized Association standards.

5. That in the event the present Colored Y. M. C. A. refuses to become a unit of the Community Organization that an effort be made by the Central Association to secure the cooperation of the colored leadership of the city in organizing a regular colored branch of the Central Association, which would be in line with the policy now followed in 95 per cent of the cities of the country that promote colored Association work and in line with the policy of the Y. W. C. A. of Richmond in its work with colored women.

6. That the present city-wide boys' work secretary include the interests of colored boys in his program and service.

7. That an effort be made through cooperation with a strong committee of younger colored men of the city, the Boys' Work Department of the State Committee and the city boys' work secretary to conduct a summer camp for colored boys in 1925.

8. That the proposed five year program include a standard building for colored men and boys similar to those commonly known as "Rosenwald Buildings" fifteen of which have been erected in different parts of the country.

Camps: The Colored Boy Scouts are not permitted to use the regular scout camp, but last summer a few of them camped on rented ground out Three Chop Road. The Colored Y. W. C. A. also rents a portion of the Moss Farm out Three Chop Road for a camp. This place has a capacity of 25. 73 different colored girls used the two tents and two shacks during a six week period in the summer of 1928.

Camps for white persons listed in the Directory for Social Agencies:

	Capacity
Boys' Club of Richmond.....	100
Boy Scouts.....	100
Girl Scouts.....	not stated
House of Happiness.....	35
Methodist Board of City Missions.....	100
Merriewood-Harrison Nutrition Camp...	60
Virginia Tuberculosis Association....	30
Y. M. C. A.....	100
Y. W. C. A.....	not stated
Total.....	525 (exclusive of Y.W.C.A. & Girl Scouts)

Community Houses: There is no community house or settlement for Negroes operating at the present time in Richmond. The Community House for Colored People (Inc.), established in 1917, still retains its charter and owns the building now occupied by the Richmond Urban League, 2 West Marshall St., but is not functioning at the present time. The purpose of this organization, as stated in its charter are:

Page 3. "To establish and maintain headquarters for relief and welfare work among the colored people; to gather and keep on file information concerning the needs and conditions of the colored people and concerning the organization and individuals working among them and for their interest; to coordinate and cooperate with, as far as possible, such organizations and workers; to collect and disburse money and supplies; to arrange for temporary shelter and sustenance and in all other proper ways to provide for the relief of those in need; to use all proper means for the improvement of existing conditions in the matter of health, education, industry and all other phases of life"

The following directors were elected in 1925:

E. C. Burke (c), 606 North 6th St.: Dr. S. C. Mitchell (w), University of Richmond; W. I. Hopkins (c); Rosa D. Bowser (c), 513 N. Adams St.: John Stewart Bryan (w), News-Leader: Mary T. Binga (c), South Richmond: Katherine Hawes (w), 3211 Chamberlayne Ave.: H. R. Pollard, Jr. (w), 1648 W. Grace St.: James T. Carter (c) 515 St. James St.: Judge J. H. Ricks (w), 1506 Westwood Ave.

The Charter provides for 30 directors, of three classes to be elected for one, two and three year periods.

THE NEGRO WELFARE SURVEY OF RICHMOND, VIRGINIA

EDUCATIONAL PROBLEMS AMONG NEGROES

Material Compiled From

United States Census.

Negro Problems in Cities - Woofter.

Superintendent of Public Instruction - 1926-27 Report.

Letters from Division of Rehabilitation - State Board of Education.

Letter from B. H. Van Oot, State Supervisor of Trade and Industrial Education.

Material Specially Compiled by J. H. Binford, Assistant Superintendent of Schools.

Report of Richmond Public Schools - 1926-27.

Public Education in Virginia - O'Shea - 1928.

Infant Mortality, Federal Children's Bureau.

Etc.

June Purcell Guild

June Purcell Guild,
Director of the Survey.

Educational Problems

The CENSUS FIGURES for Richmond - 1920 - were

Population	177,667	
White	117,626	68.5
Negro	54,041	31.4

Total 10 years of age and over 140,804
" " " " " " "
(illiterate 7,931 or 5.6

Per cent native white over ten years illiterate 1.0
" " Negro illiterate 14.9

Vol. 2 - B - Table 13 - 14th Census.

Page 2 - Table 1 - Census of 1920 - on Virginia -

gives per cent of whites in Virginia 70.5
Negroes in Virginia 29.4

5 - 20 years including native white attending school 61.8
Negroes " " 54.0

7 - 13 years of Virginia urban population attending school

Native white 93.8
Negroes 89.9

Richmond, per cent children 7 - 13 years of age attending school 93.2
(Not separated as to white and Negro)

Illiteracy - 1920 -Virginia.

Persons 10 years of age and over - white of native parentage 6.1
Negro 23.5

Of the urban population 10 - 15 years of age - illiterate

White 0.8
Negro 3.3

"The proportion of the population of Virginia living in places of 2,500 or more increased from 18.3% in 1900, to 23.1% in 1910 and to 29.2 in 1920."

1920 - Census

Richmond - per cent White 68.5
Negro 31.5

Per cent illiterate 10 years of age and over - Negroes 14.9
Per cent native white illiterate 1.0
Per cent foreigh born illeterate 7.8

Census - 1920 - Richmond:

Native white	illiterate	898
	Clay	215
	Jefferson	275
	Lee	109
	Madison	299
Negro	illiterate	6,665
	Clay	707
	Jefferson	1,956
	Lee	1,992
	Madison	2,010

INFANT MORTALITY, FEDERAL CHILDREN'S BUREAU:

Page 33. "12% of the Negro mothers as against 2% of the native white mothers were unable to read and write."

Page 54. "Among the native mothers, both white and colored, the illiterate women were less likely than the others to give their babies breast milk and no other food during the early months."

Page 208. " Richmond did not begin to develop a good Negro high school until 1916-17 and did not have a modern high school building for colored pupils until 1922-23."

Page 115. Kindergartens in 8 Southern Cities studied:

Richmond, Atlanta, Lexington, Louisville, Lynchburg, New Orleans, Memphis and Winston-Salem, but the number of Negro children in kindergarten is negligible - only two of the cities have any Negro kindergartens at all: 4 in Lexington and 7 in Louisville.

ANNUAL REPORT SUPERINTENDENT OF PUBLIC INSTRUCTION - 1926-27:

Page 23. "In the elementary grades there is required each year approximately 1,100 new white teachers and 460 new colored teachers."

Page 24. "The number of Normal Professional and Elementary Certificates issued to colored teachers is not sufficient to supply 460 new positions which occur each year, though a sufficient number of certificates, including those of low rank is issued to obviate the necessity of issuing Local Permits or Emergency Certificates. In spite of the fact

that 867 certificates were issued to Negro teachers for elementary school positions and only 460 new positions were created, the division superintendents requested the State Department of Education to issue 356 Local Permits. It is clearly evident, therefore, that many of the colored teachers who are properly certified are not being employed. This is partly due to the fact that the neighboring states of West Virginia, North Carolina and Maryland pay much better salaries than are paid in Virginia. It is not surprising that a Normal School graduate who can secure $110.00 per month during her first year's work in West Virginia will elect to work in that state rather than in Virginia, where the salaries paid are considerably less."

Page 40. "Despite the progress that has been made in Negro education in Virginia, the following needs must be noted:

Better salaries for many Negro teachers to keep them from leaving the state.

Longer terms than 5 or 6 months, since only mediocre teachers, as a rule, can be secured for such short term schools.

Better facilities for good work in many cases, many schools being without desks, blackboards, maps and charts.

More rural high schools and industrial and vocational courses. With the exception of accredited high schools in our cities and a few private schools, there is only one high school for Negroes in rural Virginia."

Under date of October 17, 1928, the DIVISION OF REHABILITATION, State Board of Education, states in a letter that they assist both white and colored persons to acquire training "in some vocation to enable them to earn a living wage and become self-supporting citizens," but the "files are not so arranged that we can give you the number of Negroes who have been rehabilitated by this Division." The amount of money available in Virginia for this type of work is $15,000 per year, matched by a Federal appropriation of the same amount.

Quotation from a letter of October 13, 1928, from B. H. Van Oot, STATE SUPERVISOR OF TRADE AND INDUSTRIAL EDUCATION, STATE BOARD OF EDUCATION:

"I am informed by principals and superintendents that the tendency of the Negro high school student is to elect the classic or so-called cultural subjects in preference to any vocational subjects which may be offered. While this is commendable in some respects, yet I believe that it is an economic waste. Because of the present status of Negro development it is impossible for him to secure the positions into which the traditional high school subjects lead. I personally believe that it would be much preferable for the large majority of Negro high school students to pursue vocational and technical courses which would lead them into positions in which they could find employment. Of course, I do not mean that we should neglect Negroes of high mental capacity who are capable of entering the professions. The tendency, however, seems to be for educators to offer only those opportunities which lead to the professions and to neglect those opportunities for training leading into the trades and industries. I believe your society could render a great service to the Negroes by encouraging the city superintendents of schools to offer trade and technical courses in the Negro high schools throughout the State. There is only one Negro high school in the State (Norfolk) which maintains anywhere near an adequate program for Negro high school students."

SUPERINTENDENT OF PUBLIC INSTRUCTION OF VIRGINIA - Report for 1926-27:

Page 70.	Enrollment	White	Negro
	Richmond	24,458	10,983
	Attendance "	19,662	8,801

Number school rooms open:

	Richmond	White	Negro
Page 76.		682	199

Average length of term for both 180 days.

Number enrolled in High Schools:

	Richmond	White	Negro
		4,621	1,357

	Average Salary - Elementary Teacher	$1,484	- $923
	High School "	1,985	- 1,224
Page 93.	Average annual salary all teachers	1,685	973

Page 95. Per Capita Cost - Instruction

Richmond	White	Negro
High Schools	$70.72	$34.06
Elementary	50.79	23.72

STATE BOARD OF EDUCATION states:

According to school census of 1925

12,593 colored children 6 to 19 years of age inclusive, in Richmond. The same census shows that between the ages of 10 and 20, 65 were unable to read and write.

11,016 Negro children enrolled in schools 1927-28.

Quotation from PUBLIC EDUCATION IN VIRGINIA Report to the Educational Commission of Virginia of a Survey - O'Shea - 1928.

Page 5. The division on Negro Education was conducted by Dr. W. T. B. Williams, of Tuskegee Institute, and the Slater and the Jeannes Fund, and was chosen because it was decided he was "the best equipped man to undertake the work."

Page 279. ".....of the schools provided for Negro youth the survey staff found but few capable of such service. In fact, the survey staff was repeatedly told by school officials and others that when they spoke of education in Virginia only education for whites was indicated. Indeed, they found indifference to Negro education surprisingly characteristic."

Page 280. "In comparison with the figures for the enrollment and attendance of white pupils, the figures for colored pupils make a rather poor showing. Nevertheless, they indicate a marked advance over the figures for so recent a year as 1917-18, for instance. They are as follows:

	1917-18	1925-26
Per cent of school population enrolled	58.8	70
" " " " " attending daily	36.1	51
" " " enrollment " "	62.5	80 "

Page 282. "It would seem then fairly safe to assume that, wherever reasonably favorable school facilities are provided for colored children, they make good use of them. It should be remembered, too, that the compulsory school law is rarely enforced in the case of colored children."

Page 284. ".....the equipment for colored schools, with the exception of the Rosenwald schools and some of the new State-plan schools, amount to but little."

Page 286. "Considerable progress has been made in recent years in the city schools for colored youth. Most of the larger cities, at least, have added new modern buildings with improved equipment, and their Negro schools share equally with the white the standard school terms provided. They still fall short, however, of providing sufficient accommodations for the colored children, and double sessions are quite common. And the maximum salaries paid colored teachers, in either elementary or high schools, rarely equal the minimum salaries paid white teachers for the same grades of work. Nevertheless, the basis of certification is the same for both."

Page 291. "In Richmond, white school nurses who serve Negro children receive more than twice the salaries paid colored teachers of the same children."

The Report of the Commission says:

Page 14. "Negro Education Should be Improved." "Virginia's Negro population is an important factor in the State's economic problem. An illiterate

Negro population retards the development of the State and is a menace to the prosperity of the white as well as the Negro race.

The commission recommends that the facilities for the education of Negroes be increased and the Negroes required to utilize these facilities; that Negro education be adapted to the chief needs of the Negro in the social and industrial areas in which he will live and labor."

The following figures were furnished by J. H. Binford, ASSISTANT SUPERINTENDENT OF THE RICHMOND PUBLIC SCHOOLS: Most of the figures given, he states, are for 1927-28.

1. Total number of white and colored children enrolled in Richmond schools by grades.

White	Colored	Total
24,720	11,016	35,736

2. Total number of white and colored teachers employed.

White	Colored	Total
823	256	1,079

This includes day and evening schools.

3. Amount of truancy for white and colored children.

   No exact data available as many cases of truancy are settled by school principals. We do not consider truancy a serious problem.

4. Number of white and colored attendance officers employed.

   1 officer - white - 1 assistant - colored.

5. Number of white and colored visiting teachers employed.

   3-all white.

6. a. Number of disciplinary classes for white and colored children. 2.

   b. Number of white and colored children enrolled in disciplinary classes.

   White 24 - Colored 55 - Total 79: children come and go.

7. a. Number of white and colored mentally retarded children discovered in the Richmond Public School System.

   No accurate information on this as testing has been done only in spots.

7. b. Number of white and colored mentally retarded children enrolled in special classes.

White 256 - Colored 0.

8. a. Number of open air classes for white and colored children.

White 15 - Colored 5 - Total 20.

b. Number of white and colored children enrolled in these classes.

White 312 - Colored 102 - Total 414.

9. a. Number of sight saving classes for white and colored children.

White 2 - Colored 0. (3 classes this session.)

b. Number of white and colored children enrolled in sight saving classes.

White 22 (27 this session) Colored 0

10. a. Number of white and colored kindergartens.

White 24 - Colored 0 (1 this session)

b. Number of white and colored children enrolled in these kindergartens.

White 949 - Colored 0

11. a. Number of speech reading classes.

Lip reading class - White 1. Afternoon class for adults.

b. Number of white and colored children enrolled in speech reading classes.

White 44 adults - Colored 0.
" 9 children - Colored 0.
(Telephone information Nov. 3, 1928)

12. a. Number of white and colored vacation classes.

White 95 - Colored 63 - Total 158

b. Number of white and colored children enrolled in vacation classes.

White 2,968 - Colored 2,763 - Total 5,731

Statement of Miss Hopkins, ATTENDANCE OFFICER, Richmond.

During the school year 1926-27 regular employment certificates were issued to

157 white children, and 16 colored children.

Mr. J. H. Binford, ASSISTANT SUPERINTENDENT OF PUBLIC SCHOOLS, states in a letter that, in addition to the regular employment certificates issued, news boys, errand boys, and bootblacks must also secure work permits or badges. All of the children must have a certificate of physical fitness before going to work.

The Medical examinations for labor permits are made by the LABOR CLINIC OF THE DEPARTMENT OF PUBLIC WELFARE.

In 1927 this Clinic states (Report of Department of Public Welfare) Page 84. that 887 white children attended the Clinic and made 1,185 visits; and 132 colored children attended the Clinic and made 172 visits. In all 553 were given medical permits and 182 medical permits were renewed.

The following is a copy of a report furnished by W. C. Locker, Director of night schools of Richmond.

	Academic	Commercial	Vocational	Total Classes	Total Pupils
White classes	25	31	17	73	2,316
Colored classes	20	3	11	34	1,353

THE NEGRO IN DETROIT -1920 - by Forrester B. Washington.

Page 4.

Three or more years retardation by place of birth of Negro pupils in the Detroit Public Schools.

Place of Birth	Per Cent of Retardation
Michigan	4.76
Indiana	6.25
Pennsylvania	8.00
Illinois	10.83
Kentucky	11.32
Missouri	12.70
Unclassified	12.86
Florida	14.28
Ohio	15.12
Texas	18.17
Louisana	18.28
Alabama	18.50
Arkansas	19.50
South Carolina	19.71
Tennessee	19.77
VIRGINIA	20.00
Georgia	21.30
North Carolina	21.63
Mississippi	25.00

ANNUAL REPORT OF THE PUBLIC SCHOOLS OF RICHMOND, VIRGINIA - 1926-27:

Pages

11 & 12. The per capita cost, based on total enrollment, in the Normal School was $163.90; John Marshall High $85.04; Armstrong High and Normal $48.74; Junior High Schools $80.94; elementary schools- white -$64.17; elementary schools - colored - $36.50.

Page 15. Percent of school population enrolled:

White 87.7 Colored 87.2

Per cent in average daily attendance:

White 70.5 Colored 69.8

Enrollment to each classroom teacher:

Day schools -	White 33	Colored 47
Night schools -	" 33	" 42

Pages 30-31-32. Pupils whose conduct seriously impairs the work of the classroom are suspended and the cases referred to the Assistant Superintendent for adjustment with the parents.

The total number of white children suspended was 173
" " " " colored " " " 35 (of these 6 were for truancy, 6 for general disorder, 5 for fighting. Truancy and general disorder are highest among white children also.)

Page 32. Cost of new books, per capita, in

John Marshall High School	$1.87
Armstrong High - colored	2.62
White elementary	1.06
Colored "	.83

Page 33. Per cent of white pupils securing text books 98.5-per capita cost $1.55
" " " colored " " " " 99.7- " " " 1.09

Page 34. Twenty-two of the white schools and two colored schools have motion picture equipment. There are 32 white buildings and 13 colored buildings.

REPORT OF DIRECTOR OF MEDICAL INSPECTION - RICHMOND PUBLIC SCHOOLS:

Page 71. "In 1923, 23% of the white and 13% of the Negro elementary children were 10% or more underweight; in 1927 the white had been reduced to 11.9% and the Negro to 7.8%.

Page 87. During the year the Attendance Department handled 907 white cases and 593 colored cases, and made 1,703 visits to white homes and 876 visits to colored homes.

Page 92. 4,085 children in 30 schools were given Standard Intelligence Tests. Of them 857 were colored pupils in 3 schools.

Page 114. Promotions by buildings:

Total per cent elementary white promoted	86.3
" " " " colored "	76.9
John Marshall -(white).....	77.4
Armstron g (colored).....	82.0

Page 156. The total value of land and buildings used in 1927 for

white pupils was	$6,215,502.11
colored " "	712,932.63

Statement of Mrs. H. C. Dunnavant, President, THE FEDERATION OF MOTHERS' CLUBS and the PARENT-TEACHER ASSOCIATION, is not working with Negro parents or teachers in Richmond. The Cooperative Education Association is not working with Negroes but cooperates with the Negro Organization Society. (Special statement from Mr. Montgomery)

THE NEGRO ORGANIZATION SOCIETY, Lorenzo White, Secretary, is a state organization for bringing about better schools, health work etc. amon Negroes. Its work in Richmond is said by Mr. White to be largely cooperative.

Information on the VAN DE VYVER INSTITUTE - furnished by Father Walter Nott, October 23, 1928.

This institute is a Catholic mission for Negroes and conducts a day school of 607 pupils and a night school of 300. Less than one-third of the students are Catholic. Night school pupils studying law, 50; undertaking, 40; nursing, 30; art, 15; etc. Day pupils are supposed to pay 5¢ a week, and night students a nominal fee. Van De Vyver Institute is the parish school of St. Joseph's Catholic Church. There is no regular playground or community center in connection, but the school rooms are used informally for club meetings, card playing,

and the yard for children: ball playing etc. Under lay Catholic management are the Belle Mead Industrial School and St. Emer's for Girls at Rock Castle, Va. for colored children of high school age. About 10% of the enrollment of 280 are from Richmond. About one-half are Catholics.

Figures furnished by David G. Mullison, President, HARTSHORN MEMORIAL COLLEGE:

This school had an enrollment in 1927-28 of 127 high school pupils, 29 grammar school pupils, total 156. Of these 54 were Richmond students.

VIRGINIA UNION-HARTSHORN CATALOGUE for 1928, shows that in June 1927 of 59 degrees or diplomas awarded by Union University and the Hartshorn Department, 30 were given to residents of Richmond.

FURTHER DATA ON NEGRO HEALTH PROBLEMS

THE HOSPITALS AND CLINICS OF NEW ORLEANS - A study made under the auspices of the Council of Social Agencies of New Orleans - 1926.

Page 31. "Of the gross total of 4,136 beds in New Orleans used not only by residents of this city, but by those from the surrounding territory, 3,071 are available for white persons, and 1,065 for colored; of the 2,677 beds used by the resident population, 2,016 are available for white and 661 for colored.....Therefore, the number of beds per thousand available for the colored population is 6.06 - very nearly equal to that for the white population, which is 6.48."

Page 33. "Of the 2,016 beds for white residents, 160 are not allocated definitely to pay or free service. Of the remainder, 57.4% or 1,066 are free and 42.6% or 790 are pay. Of the 661 beds allocated for colored service 92.4% or 611 are free and 7.6% (50 beds) are pay."

Page 46. "There are nearly as many beds per 1,000 for the colored population as there are for the white.....150 of those at the Isolation Hospital are not normally in use.....death rate among Negro population is almost twice the white. The tubercular rate is in about the same proportion and the amount of sickness much greater. Conclusion: Hospital facilities for the colored population are inadequate."

NATIONAL NEGRO HEALTH WEEK - 1928 - Bulletin of the United States Public Health Service, speaking of Negro Mortality it is said,....."effort is con-

Page 19. stantly being made, especially in the Southern States, to lessen the errors due to neglect of registration of deaths and to inadequate statement as to the specific causes of death. In this connection it is pertinent to note that the group of ill-defined causes of death is ten

(These data have been compiled since the last meeting of the committee. Additions to the health data will be made from time to time.)

times that of the white, or 94 per 100,000. In fact, 5.2 per cent of all the deaths that were reported in 1924 among Negroes were registered either with the cause omitted or ill-defined.....However, with a still better cooperation of doctors reporting deaths, greater improvement could be attained and the percentage of deaths from ill-defined causes be reduced materially."

METROPOLITAN LIFE INSURANCE COMPANY. Quotation from a letter of October 31, 1928:

"Our Statistical Bureau has referred to us your letter of October 29th, asking our opinion as to the effect of understatement of age by negroes upon the relative mortality of white and colored persons, as indicated by the mortality experience among insured lives.

It is true that some persons, both white and colored, understate their age when applying for insurance. Some also overstate their age. Doubtless some do not know just how old they are. We have never made any tabulation which would indicate whether discovered cases of understatement of age are more prevalent among colored persons than white. It is the impression of the Division that handles death claims that such is not the case. Furthermore, serious cases of discovered misstatement of age are relatively small in number. It would therefore appear that understatement of age by negroes is not an appreciable factor in the apparent excess of colored over white mortality in insurance statistics.

The excess of colored mortality over white mortality is greater in the case of the general population, as shown by the census returns, than in the experience of the Metropolitan under its Industrial policies, and this would also tend to indicate that there is no serious disturbance in our relative figures on account of misstatement of age."

THE PRUDENTIAL INSURANCE COMPANY OF AMERICA. Quotation from a letter of October 31, 1928:

"In reply to your letter of October 29 The Prudential does not actively solicit insurance on the lives of negroes, but where such cases come to us the same rates are charged as those charged white persons of the same classification.

You will find statistics showing the relative mortality of white and colored persons in the Medico-Actuarial Mortality Investigation published by the Actuarial Society of America, and in the United States Life Tables. These figures demonstrate quite conclusively that there is substantially higher mortality among negroes than among white people. The companies also have found that the negro race are inclined toward being lax in making periodic premium payments, with the result that an abnormally high lapse rate has been experienced on colored business. Probably both of these factors have entered into the policy of various companies in not aggressively seeking colored business."

LIFE INSURANCE COMPANY OF VIRGINIA, in a letter of November 1, 1928, states:

"Answering your inquiry of October 29th, our Company a good many years ago wrote insurance on colored lives, but found that the mortality was about fifty per cent higher than the white and that, together with the heavy lapses, made the business unprofitable; so we discontinued it."

THE MUTUAL LIFE INSURANCE COMPANY OF NEW YORK, in a letter of October 24, 1928, states:

"This Company unfortunately for your purpose has had little experience in insuring negroes, not because they are refused as such, but because they have not been solicited. Those that have been accepted have been the educated ones and those that have risen above the industrial level. In numbers they are insufficient to furnish useful mortality figures. Their selection has been based upon knowledge of the general death rates which are in accord with your information. As you note, they have a high tuberculosis incidence due in part to their being a tropical race transplanted into a less favorable (for them) climate, and in larger part no doubt to their economic status. This is most notable under age 40. For those that are accepted there is no extra premium though endowment plans for limited periods are preferred, as helping to compensate for the excess mortality."

VENEREAL DISEASE Information Issued by United States Public Health Service-Vol. VII No. 9

Page 303. Data from an article in Southern Medical Journal - 1926:

"The author attributes the syphilis death rate as being over six times as high in negroes to the doctors giving syphilis as a cause of death on negro death certificates, but fearing to do so on white death certificates.

Mortality statistics indicate that the syphilitic rates in 1922 per 100,000 for the two races were 7.8 for the white population and 39.1 for the colored; in 1923, 6.7 for whites and 32.5 for the colored. In 1924, the proportion is even more remarkable, 8.3 per 100,000 among the white and 45.4 among the colored population.

Speaking of the negro health problem in Louisana, the writer claims the colored population is menaced by certain classes of diseases, namely, the venereal diseases and the pulmonary infections."

Page 298. Syphilis is the third most prevalent communicable disease. Measles and chickenpox lead. (1924 New York State Department of Health.)

Page 299. Chicago Medical Record - 1926:

"In reviewing causes of blindness, recurrence of venereal diseases, gonorrhea, and syphilis reveal a startling significance..... A conservative estimate, 25% of cases of blindness considered due to syphilis or gonorrhea."

VENEREAL DISEASE Information Issued by United States Public Health Service -Vol. IX No. 2

Page 73. Abstract of a paper presented at the Chicago Neurological Society - 1927.

"Wassermann tests on 1,335 prisoners at the Illinois State Penitentiary, Joliet, revealed 13.5 per cent positive reactions in white inmates and 30 per cent in negroes, with an average of 18.2 per cent. Negroes made up 28.3 per cent of the group studied.

Taken as a group, there were no more instances of criminal recidivism among syphilitic than among nonsyphilitic men."

VENEREAL DISEASE Information Issued by United Stated Public Health Service- Vol. IX No. 1

Page 19. Abstract of an article in the Boston Medical and Surgical Journal-1927:

"Negroes admitted to the medical wards of the Grady hospital, Atlanta, furnish the material for this study. Between January 1, 1922, and December 31, 1926, 4,786 adult patients have been admitted; 57 per cent were males.

Among this number 662, or 13.8 per cent, gave definite evidence of syphilis. The actual percentage of infection in this group is much higher as one individual during the course of the disease may have as many as six or eight admissions, which are all counted, yet the patient is only counted as a syphilitic one time in the study.....

The authors estimate that syphilitic infection occurs in approximately 20 per cent of the patients who seek admission to the outpatients department and medical wards of the hospital."

VENEREAL DISEASE Information Issued by United States Public Health Service-Vol.VIII No. 2

Page 57. Abstract of an article in Journal American Medical Association-1926: "Many writers have noted the unusual general incidence of venereal disease in the Negro. The high incidence of syphilis in the Negro is not attributed to any predisposition or lowering of resistance, but is believed due to earlier adolescence, living conditions, loose sex standards, and poor hygiene."

A STATISTICAL STUDY OF 60,000 CASES OF VENEREAL DISEASE - United States Public Health Service.

Page 12. (13-14) ".....it will be observed that up to the fifteenth year the negro curve is continuously above the white, after which it is very much below, and in Figure 8, showing the variations between the white and negro female gonorrhea, a quite peculiar curve is shown in the early ages for the negroes. The notable increase between 5 and 9 years which is almost the reverse of the white curve, would seem to indicate the prevalence of insanitary conditions, resulting in innocent acquirement.....

.....very clearly the gross findings for the entire group are not far from the truth. It is doubtful, however if this is as significant as it appears at first glance, because the negro is very likely, for economic reasons, to visit the public clinic, where the case is most likely to be reported, and, further, owing to the fact that his social position is not likely to give him material prestige, physicians would not hesitate to report these cases as such, as they might in cases among their white friends."

VENEREAL DISEASE INCIDENCE AT DIFFERENT AGES IN CERTAIN SOUTHERN STATES- United States Public Health Service.

Page 2. This is a tabulation of 21,388 cases reported on venereal disease in Arkansas, Georgia, Alabama, and Mississippi. Of the cases reported 11,261 were colored.

Page 9. "Table V shows that there is no marked difference between the different States for all venereal diseases."

The following is Quoted from data compiled by the United States Public Health Service - BULLETIN OF THE STATE BOARD OF HEALTH OF KENTUCKY - September, 1927.

Total death rate per 1,000 of population	12.1
" syphilis death rate per 1,000 of population	5.9
" white " " " " " " "	3.5
" colored " " " " " " "	31.7

THE MEDICAL DEPARTMENT OF THE U. S. ARMY IN THE WORLD WAR, War Department - 1928: "Venereal diseases were approximately five times more common among colored than among white enlisted men."

A STATISTICAL REPORT ON THE INCIDENCE OF CONGENITAL SYPHILIS - By Lawrence T. Royster, American Journal of Syphilis, January 1921: "Royster makes report on incidence of syphilis among children brought to the King's Daughter Children's Clinic of Norfolk. Routine Wassermann was employed on all children who came to clinic for treatment of any kind.

Percentage of positives among 341 white children.....	7.04
" " " " 659 negro "	15.47
Total percentage of positives.....	12.5

AMERICAN JOURNAL OF HYGIENE - 1927:

"In this study it is shown that syphilis is found much more frequently among colored mothers than among white mothers and the high incidence of syphilis among them is probably one of the main reasons for the high neonatal death rates.....

The author found that the percentage of colored women with a positive Wassermann was over twice as high as that of white women with a positive Wassermann in the other groups. The percentages given are: native white, 8.5; Russian, 6.6; Italian, 7.7; Irish, 9.9; and colored, 20.8."

RESULTS OF WASSERMANN TESTS IN PREGNANT WOMEN:

		No. Patients	Per Cent Positive
Columbia Hospital, Washington -	White	201	17.06
	Negro	662	31.11
Johns Hopkins.....		4,000-	White 2.48
			Negro 16.29
Prenatal Station 1, Detroit Department of Health.....	White	699	5.9
	Negro	768	19.3
New Orleans Charity Hospital....	White	326	2.4
	Negro	349	16.9
Louisville City Hospital.....	Total	563	White 10.6
			Negro 2.5 (4 plus)

Quotation from a letter of November 14, 1928, from the SUPERINTENDENT OF THE RETREAT FOR THE SICK:

" Bed capacity for colored patients	20 beds
No. full pay negro patients last year	328
No. part pay negro patients last year	4
No. free negro patients last year	8
Total colored patients treated	340

No. Negro physicians are not allowed to practice in the Retreat for the Sick under any circumstances. If they send a patient in to the hospital it must be taken care of by white physicians. There are, however, two colored graduate nurses who take care of the negro patients. All our work with the negroes is strictly hospital work and no out-patient department is provided."

SUPPLEMENTARY DATA ON HOUSING

The following is a Quotation from a letter written by the CHIEF OF THE BUREAU OF STREETS to C. L. Winfree of the Urban League as "to the work the city has done in the colored sections in the past three years".

"72,000 square yards of oiling at an approximate cost of $6,000; 26,500 square yards smooth paving at an approximate cost of $74,000; 18,000 square yards of grade and gravel, which includes approximately 6,200 lineal feet of curb and gutter, at an approximate cost of $24,000.

Of course this does not include any work that we do with our Maintenance Force....."

ADDITIONAL INFORMATION ON ECONOMIC STATUS #

THE NATIONAL FEDERATION OF DAY NURSERIES, in a letter of November 10, 1928, states:

"We have found that the problem of negro day nurseries is not much different from any other, with the exception that the children are more likely to be under-nourished and in need of special care and feeding to bring them up to normal.

There are around thirty-five day nurseries in the United States entirely for colored children, of which seven are in this city, a number in Philadelphia and Chicago. There are fewer in the southern states; why, I do not know, unless it is that the Welfare agencies have left the negroes until the last to be helped.

We find colored women very eager to patronize the nurseries; perhaps in a state where they have never been cared for, it might take a little time to gain their confidence. We feel that they need help and education even more than white mothers, and we try to teach the mothers in the nursery to take care of their children and how to be thrifty."

The material on Economic Status will be added to from time to time.

On October 26, 1928, the Richmond Public Schools cooperated with the Negro Welfa
grades of the Dunbar, Bonnie, Elsom, Binney, Davis, and Baker under ed Schools
in a formal questionnaire prepared by the director of the survey. In spite of
these six colored schools, the table is interesting.

The following table shows what the questio ns were, an

	Dunbar
Total no. children present on Oct. 26, 1928	795
1. Total no. children whose mothers are working outside the home on this date	313
2. " " " in group "1" who have either young brothers or sisters, under school age at home	204
3. " " " whose father is now regularly employed	537
4. " " " whose father and mother both regularly work outside the home	217
5. " " " in group "4" who have either young brothers or sisters at home	106
6. " " " at home without regular daily care	a. 71
No. young brothers or sisters cared for by relatives	b. 99
" cared for by neighbors	c. 40
7. Total no. children who state they get own breakfast	120
8. " " " " " " " " supper	45
9. " " " " usually bring lunch from home	272
10. " " " " " go home to lunch	278
11. " " " " " buy lunch in cafeteria	53

(South Richmond)

Five do no
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blic Schools cooperated with the
n, Sidney, Davis, and Baker under
y the director of the survey.
is interesting.

Negro Welfare Survey Committee by having the teachers in all the
ed Schools ask the children present certain questions contained
In spite of some discrepancies in the figures as returned by

ing table shows what the questio ns were, and the answers compiled by schools.

	Dunbar	Buchanan	Mason	Sidney	Davis	Baker	Total
.....	...795	755	897	300	293	831	3,871
utside the home on this date.....	...313	312	406	116	108	340	1,595
ung brothers or sisters, under	..204	182	220	87	75	154	922
mployed.....	...537	511	673	232	228	584	2,765
gularly work outside the home.....	..217	232	312	89	71	260	1,181
ung brothers or sisters at home	..106	144	202	53	47	143	695
are.....	a. 71	29	71	67	11	52	321
ared for by relatives.....	b. 99	132	168	43	41	90	573
.....	c. 40	60	63	17	11	26	217
fast.....	..120	152	133	30	34	79	548
r.....	.. 45	136	70	13	14	47	325
m home.....	..272	330	362	174	150	436	1,724
.....	..278	116	346	17	73	42	873
cteria.....	.. 53	164 #	92	2	5	219	535
	(South Richmond)	(17th St. Bottoms)	(Church Hill)	(West End)	(Fulton)	(Jackson Ward)	

Five do not eat "between breakfast and dinner" at Buchanan. It should be noted, however, that there must be a large number of others who do not eat lunch in these six schools, as the total of those who bring lunch, go home to lunch, and buy lunch is 739 less than the number present.

SUPPLEMENTARY DATA ON BEHAVIOR PROBLEMS OF NEGROES

INTELLIGENCE STUDIES OF NEGRO CHILDREN IN ATLANTA, GEORGIA - a study made in 1926 by the U. S. Public Health Service in Cooperation with the Georgia State Board of Health and the Atlanta Board of Education, consisting of psychological examinations of 3,028 children in Negro schools.

Page 2778. "In this study no pretense is made of having adequately analyzed negro intelligence from the qualitative standpoint. Nor is it believed that any of these tests are magic or infallible indicators of the thing called general intelligence. A clinician is only too well aware of the distorting influence of the conditions known as 'attitudes' and 'interests'; and intelligence, in itself, remains too much of an unknown quantity to be dogmatized about. This study has been based upon results obtained from the use of a group test (Otis) that is generally accepted as a good measure of general ability, of an individual test (Stanford Binet) that is conceded to be the most accurate and dependable measuring rod, and upon several performance tests.....

Page 2779. The ideal procedure in such a racial investigation would seem to be, of course, to compare groups of white and negro children that had been subjected to the same social and educational influences, that is, to measure test performance, experience being held constant. Such a method is, however, practically impossible. Comparisons have, therefore, been based upon norms secured from large numbers of white children in various parts of the country, and an attempt has been made to eliminate such factors as seemed, a priori, to put the negro at a disadvantage.

Taking the results 'behavioristically,' without any over-interpretations, as objective data accumulated through the scientific method of 'controlled stimulus and measured response,' the comparative records of the races are significant. The results found in the present study may be summarized briefly as follows:

1. On various mental tests the negro children, except at early ages, made averages that are lower than the averages of white children.

2. The discrepancy in test scores between the races increases with age; after the sixth year; and becomes quite marked by the eleventh year.

3. Variability of performance within each of the races was found, as many investigators state, to be greater than the difference between the two. The differences between the averages are reliable, however, and are constant in direction.

4. In most instances greater variability of performance is shown among the whites than among the colored.....

5. On tests of special performance-nonverbal tests and specific parts of verbal scales-the negro children seem to do better at [illegible] and practical tasks than at those that involve behavior whi[illegible] roughly be described as discriminating [illegible]lytical [illegible]

6. There seems to be little, if [illegible] results [illegible]usions from [illegible]

The Survey Committee by having the teachers mail the ask the children present certain questions combined come discrepancies in the figure as returned by

the answers compiled by schools.

	Buchanan	Mason	Sidney	Davis	Baker	Total
			293	831		3,871

December 26, 1928.

Mrs. June Purcell Guild,
The Negro Welfare Survey Committee,
Richmond Council of Social Agencies,
39-A Allison Building,
Richmond, Virginia.

My dear Mrs. Guild:

We have gone over the material collected in the Negro Welfare Survey of Richmond and are enclosing the analysis we have prepared.

We have found the material very interesting and trust this analysis will be of help to you.

Very sincerely yours,

Mary Anderson, Director.

MA:IS

November 20, 1928.

Mrs. June Purcell Guild,
The Negro Welfare Survey Committee,
Richmond Council of Social Agencies,
59-A Allison Building,
Richmond, Virginia.

My dear Mrs. Guild:

We shall be very glad to go over the material you have compiled on outstanding negro problems, particularly the section on the economic status and dependency problems of negroes. We shall look forward with much interest to receiving the material.

Very sincerely yours,

Mary Anderson, Director.

MA:IS

THE NEGRO WELFARE SURVEY COMMITTEE

Survey Committee

HARVEY DEJ. COGHILL, M. D.
Director, Children's Memorial Clinic.

JACKSON DAVIS
Field Agent, General Education Board.

W. BROWNLEY FOSTER, M. D.
Director, Richmond Dept. of Public Welfare.

ARTHUR A. GUILD
Director, Richmond Community Fund.

JOHN L. INGRAM
Judge, Police Court.

OF THE

Richmond Council of Social Agencies

39-A ALLISON BUILDING

803½ East Main Street, *Telephone: Randolph 315*

RICHMOND, VIRGINIA

Survey Committee

A. H. LICHTY
Secretary, State Y. M. C. A.

LUCY R. MASON
General Secretary, Y. W. C. A.

LAURA H. MCFALL
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J. HOGE RICKS
Judge, Juvenile and Domestic Relations Court.

W. T. SANGER
President, Medical College of Virginia.

Director of the Survey
JUNE PURCELL GUILD

Nov. 19, 1928.

WOMEN'S BUREAU
NOV 20 1928
DEPARTMENT OF LABOR

Miss Mary Anderson, Director,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

My dear Miss Anderson:-

We have compiled about 80 typewritten pages on outstanding negro problems, including health, housing, economic status, behavior, recreation and education. This material consists of quotations from Federal, State, City, and private agency reports, and surveys already made. We are asking a number of outstanding national authorities to go over this material and give us their opinion as to what the outstanding negro problems seem to be and what social work would seem to be needed in Richmond for negroes.

Would it be possible for the Women's Bureau to cooperate with the local committee to the extent of going over the material, perhaps particularly, the section on the Economic Status and Dependency Problems of Negroes, and giving us a formal interpretive analysis based on the figures and facts quoted? Your help would be of inestimable value and I very much hope you will be able to assist in the way suggested.

Sincerely yours,

June Purcell Guild

(Mrs.) June Purcell Guild,
Director of the Survey.

JPG:P

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Director of the Survey
JUNE PURCELL GUILD

Oct. 31, 1928.

WOMAN'S BUREAU
NOV 1 1928
DEPARTMENT OF LABOR

Miss Mary Anderson, Director,
Woman's Bureau,
Department of Labor,
Washington, D. C.

My dear Miss Anderson:-

Thank you so much for your letter and valuable material on colored working women in the United States, Virginia and Richmond; based on the census of 1920.

I am particularly interested in the figures on the number of married women gainfully employed in Richmond, as they would seem to throw some light upon the needs for Negro day nurseries.

The report of the State Department of Labor and Industry contains much interesting information on white and colored wage earners in Virginia. This department, however, does not segregate its figures for the city of Richmond.

Thanking you for your valuable help in this matter, I am,

Sincerely yours,

June Purcell Guild

(Mrs.) June Purcell Guild,
Director of the Survey.

JPG:P

October 30, 1928.

Mrs. June Purcell Guild, Director of Survey,
Negro Welfare Survey Committee,
Richmond Council of Social Agencies,
39-A Allison Building,
Richmond, Virginia.

My dear Mrs. Guild:

Your letter of October 9th, in regard to a study of the conditions of employed negroes in the city of Richmond, is at hand.

I am enclosing a classification for Richmond of the Census of 1920. We have no later information and will have none until the 1930 Census is taken. The Manufacturers Census does not differentiate between men and women, nor does it include firms employing less than 500.

I wonder if the State Department of Labor has not some data that would be useful to you, or perhaps they could make the inquiry to get the data for you. I do not know their figures or what they have, but it seems to me that the Division of Women and Children compiled some records several years ago that should be of help to you. I am sorry that we are so busy on other investigations and can not at this time send anyone to Richmond.

Very sincerely yours,

Mary Anderson, Director.

MA:IS

Number of gainfully employed negro women in Virginia and in Richmond, by occupations : 1920 1/

Occupations	Virginia	Richmond
Total	77,204	13,084
Agriculture, forestry, and animal husbandry	9,027	2
Farm forewomen, general farms	61	
Farm laborers (home farm)	2,990	
Farm laborers (working out)	2,712	
Farmers, general farms	2,686	
Garden laborers	413	
Gardeners, florists, fruit growers, and nurserymen	101	
All other occupations	64	
Extraction of minerals (all occupations)	13	
Manufacturing and mechanical industries	11,216	3,374
Dressmakers and seamstresses (not in factory)	1,212	261
Laborers (not otherwise specified):		
Building, general, and not specified laborers	380	
Cigars and tobacco factories	2,658	1,223
Food industries	780	
Lumber and furniture industries	338	
Textile industries-		
Cotton mills	196	
Other textile industries	142	
Other industries	702	290
Milliners and millinery dealers	8	1
Semiskilled operatives (not otherwise specified)		
Cigars and tobacco factories	3,233	1,377
Clothing industries		64
Suit coat, cloak, and overall factories	126	
Other clothing industries	49	
Food industries	700	56
Printing and publishing	17	
Shoe factories	4	
Textile industries-		
Cotton mills	29	
Knitting mills	91	
Silk mills	9	
Other textile industries	49	
Other industries	395	77
All other occupations	98	26
Transportation	155	32
Telephone operators	3	
All other occupations	152	32
Trade	704	145
Clerks in store 2/	126	17

Garden laborers	413	
Gardeners, florists, fruit growers, and nurserymen	101	
All other occupations	64	
Extraction of minerals (all occupations)	13	
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Printing and publishing	17	
Shoe factories	4	
Textile industries-		
Cotton mills	29	
Knitting mills	91	
Silk mills	9	
Other textile industries	49	
Other industries	395	77
All other occupations	98	26
Transportation	155	32
Telephone operators	3	
All other occupations	152	32
Trade	704	145
Clerks in store 2/	126	17
Retail dealers 3/	267	60
Saleswomen (stores)	154	20
All other occupations	157	48
Public service (not elsewhere classified)	88	4
Postmistresses	2	
All other occupations	86	
Professional service	2,959	337
College presidents and professors	44	
Musicians and teachers of music	100	16
Religious, charity, and welfare workers	36	
Teachers (school)	2,450	230
Trained nurses	233	47
All other occupations	96	44
Domestic and personal service	52,652	9,055
Barbers, hairdressers, and manicurists	391	
Boarding and lodging house keepers	368	49
Charwomen and cleaners	507	
Hotel, restaurant, etc., keepers and managers	175	[illegible]
Housekeepers and stewardesses	686	70
Laundresses (not in laundry)	18,841	2,774
Laundry operatives	1,371	330
Nurses (not trained)	998	235
Servants	27,595	4,956
Waitresses	939	294
All other occupations	781	347
Clerical occupations	390	135
Bookkeepers and cashiers	96	17
Clerks (except clerks in stores)	150	70
Stenographers and typists	75	30
All other occupations	69	18

1/ From U. S. Census of Occupations, 1920.

2/ Many of the "Clerks in stores" probably are "Saleswomen."

3/ Includes, also managers and superintendents.

Number of women gainfully occupied - 1920 1/

	United States	Virginia	Richmond
Total	8,549,511	156,210	26,641
Negro	1,571,289	77,204	13,084
White	6,962,246	78,970	13,550

Number of married women gainfully occupied - 1920 1/

Total	1,920,281	41,555	6,985
Negro	662,684	28,278	5,276
White	1,248,340	13,268	1,708

1/ From U. S. Census of Occupations - 1920.

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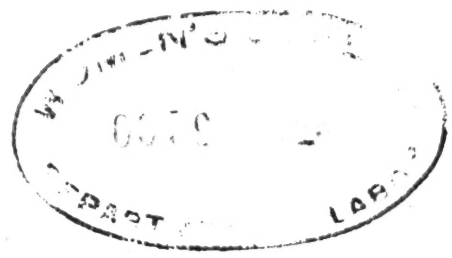
Oct. 8, 1928.



Miss Mary Anderson, Sec'y,
Woman's Bureau,
Washington, D. C.

My dear Miss Anderson:-

In a study of negro welfare problems now being conducted by this committee, we are attempting to study the condition of employed negroes in the city. The cooperation of the Woman's Bureau is needed and will be greatly appreciated, because so far as possible we desire to utilize already existing data on the subject. Will you, therefore, be good enough to send me any figures which your Bureau now has on the number of negro working women in the state of Virginia and, if possible, the city of Richmond, the type of work they perform, their wages, their hours of work and so on?

I should also appreciate it very much if you would be able to send me the figures on the total number of married women employees in the country, in the state of Virginia and the city of Richmond. Divide these figures between white and negro employed married women.

To what extent would it be possible for the Woman's Bureau to cooperate with the local committee in making a study of these issues in the city of Richmond if the figures are not now available? If the Woman's Bureau could not cooperate to this extent would it be possible for you to send a representative here to meet with our local committee and to work out plans for securing data on employed negro women, wages, conditions of work etc?

Sincerely yours,

June Purcell Guild

(Mrs.) June Purcell Guild,
Director of the Survey.

JPG:P

August 2, 1928.

Whitlock Branch,
Lorrilard Company,
Richmond, Virginia.

Sirs:

The Women's Bureau has been requested to compile information in regard to the employment of colored women in manufacturing, for the inter-racial conference to be held in Washington this Fall.

Our files contain a considerable amount of information on the number and occupations in the establishments which have been visited by agents of the Bureau, in connection with State surveys.

The Bureau made a survey in Virginia during the Fall of 1919, but the schedule containing the information secured from your plant has been accidently destroyed. I remember however, that a considerable number of colored women operated stripping machines in your plant and therefore the information from your plant would form an important part of the material which we are assembling. Consequently, I am writing to seek your further cooperation and to ask if you will be so kind as to send us information on the following items:

1. Number of colored women employed in November, 1919, classified by occupation. Will you also indicate the number employed at this time on these same occupations?

2. If colored women are now employed in occupations in which they were not employed at that time, will you please make note of it, giving the occupation and number in each?

3. If you can send a copy of the folders which you distributed in 1919, we should appreciate it, as well as copies of later editions.

The group for whom we are compiling this information are interested in studying the industrial progress of colored women. Although it may be unnecessary, I will give you the assurance that the material which we collect is treated as confidential. We appreciate fully, our responsibility towards employers in this matter. We do not give out any information as to the names of the firms from which data has been received and the data is prepared in such a way that it is impossible to single out any one firm.

Very truly yours,

Agnes L. Peterson,
Assistant Director.

ALP:EC

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THE NEGRO WELFARE SURVEY COMMITTEE

OF THE

Richmond Council of Social Agencies

JUDGE JOHN L. INGRAM,
President, Richmond Council of Social Agencies.

39-A, ALLISON BUILDING
Telephone: Randolph 315

803½ EAST MAIN ST.

RICHMOND, VIRGINIA

DR. W. T. SANGER
Chairman, Negro Welfare Survey Committee

JUNE PURCELL GUILD
Director of the Survey

Jan 3, 1929.

WOMEN'S BUREAU
JAN 1929
REPORTS DEPT OF LABOR

Miss Mary Anderson,
U. S. Department of Labor,
Women's Bureau,
Washington, D. C.

My dear Miss Anderson:-

On returning to my office today after a week's illness I was delighted to find your excellent analysis of the material which I sent you on the Negro Welfare Survey. You have done with the material exactly what I had hoped you would do, and your comments will be of inestimable value to the sub-committee on the Economic Status and the Dependency Problems of Negroes.

This committee has been doing a very good job, and when it meets on Saturday I anticipate that it will be more than pleased with the splendid contribution which your department has made to the Survey.

Sincerely yours,

June Purcell Guild

(Mrs.) June Purcell Guild,
Director of the Survey.

JPG:P

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Young Women's Christian Association

Six North Fifth Street
Richmond, Va.

MRS. A. L. MCCLELLAN, *President*
MRS. RANDOLPH MAYNARD, *First Vice-President*
MRS. S. P. RYLAND, *Second Vice-President*

MISS CLAUDIA PATRICK, *Recording Secretary*
MRS. HUBEL ROBINS, *Corresponding Secretary*
MRS. WILLIAM B PORTER, *Treasurer*

MEMBER OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS OF THE UNITED STATES
MEMBER OF THE RICHMOND COMMUNITY FUND

MISS LUCY R. MASON, *General Secretary*
MADISON 1796

DEPARTMENT OF LABOR
JAN 8 - 1929
WOMAN'S BUREAU.

January 7, 1929.

Miss Mary Anderson, Director,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

My dear Miss Anderson:

As chairman of the sub-committee on the economic status and the dependency problems of the Negro Survey Committee of Richmond, I am writing to express the very great appreciation of the entire committee for the invaluable material which you have sent Mrs. Guild, Director of the Survey.

The committee was very much impressed with the scope and detail of the information sent by you. It is very encouraging to have the cooperation of your bureau in this study.

With best wishes to you for a happy year, I am

Cordially yours,

Lucy R Mason

General Secretary.

LRM/D

July 25, 1929.

Mrs. June Purcell Guild, Director,
Negro Welfare Survey of Richmond,
Council of Social Agencies,
Richmond, Va.

My dear Mrs. Guild:

I am returning the additional material from the Richmond Negro Survey, with a few comments as you request. Miss Pidgeon has gone over the report and has submitted these comments. I also enclose a copy of a bulletin recently published by the Women's Bureau on the subject of Negro Women in Industry in 15 States.

I am taking the liberty to retain the copy sent of the report of your survey of Domestic Service Workers by questionnaires to employers, and also by questionnaire to a few such workers, and shall be glad if you will let us know whether we may keep this for our files.

Sincerely yours,

Mary Anderson, Director.

MA/AB
Encl.

7-16-29-WM

U. S. Department of Labor
WOMEN'S BUREAU
Washington

COMMENTS ON ADDITIONAL MATERIAL FROM NEGRO WELFARE SURVEY OF RICHMOND, VIRGINIA, 1929

Inferior Economic Status underlies other problems.

Studies of Jackson Ward and Fulton.

Questionnaire to Employers.

Study of Domestic Service Workers.

Inferior Economic Status Underlies Other Problems

A careful examination of the additional material from the Richmond Negro Survey confirms the earlier statement made by the Women's Bureau to the effect that the economic status of a group is the most outstanding fact underlying such important social problems as those of housing, health, and delinquency. This is emphasized in the report of the subcommittee on Economic ~~Conditions~~ Status and Dependency Problems of the Richmond Survey, which, from the evidence before it, cites the inferior economic status of Richmond Negroes as directly related to almost every other social problem of the group, including bad health, poor housing, etc., It is further borne out by the emphasis placed by Dr. Elizabeth Edmunds upon the raising of standards of living as a factor in the reduction of social ills, such as tuberculosis and venereal disease, the existence of which in any part of a community is a menace to the whole population.

In addition to the foregoing, the subcommittee on Behavior Problems stresses the need for more regular work, higher wages, and adequate housing, and points out as among the causes of frequent delinquency the low wages, irregular employment, and poor economic status that contribute toward overcrowding and insanitary living, and the employment of many negro mothers during whose absence from home children are frequently left only partially cared for.

The work of improving the economic conditions of a group that, through its ill health and frequent delinquency, may become a menace to the whole community is a work that must continue throughout a period of years, and cannot be complete with the close of the first expert recommendations made after a careful survey. From the recommendations of the subcommittee on Economic Status and Dependency Problems, it is apparent that Richmond is in need of a continuing study of the general economic condition of negroes, and of such action for its improvement as may become possible from time to time. The principles and scope of the work carried on by the Urban League in other cities, as outlined in the Memorandum to the Survey Committee by Dr. Charles S. Johnson, would seem to be such a continuing type of work as should meet the necessities in the case of Richmond.

Studies of Jackson Ward and Fulton

The special surveys of Jackson Ward and of Fulton that are now included in the Richmond Survey are of much value and interest. It would be of additional value if more data could be made available upon the individual earnings of the workers in different industries. A more complete picture of conditions would be given by the use of the existing material on housing and income for further correlation, along the following lines:

Number of persons per family 1/ by number of rooms in which family lived

Total income of family per period (month or week) by rent paid during same period

For each income group: Number of persons per family 1/ by number of rooms inhabited

---

1/ The family unit may be reduced to an adult figure by fixing the proportion of adult space required by a child of a certain age as frequently is done in housing studies. A simple method is to count three children under 14 years of age equal to two adults, counting those over 14 as adults.

Questionnaire to Employers

The questionnaire sent to about 100 representative employers of negro labor indicates an attempt to secure an exceedingly important type of information. The data will be of more value if it can be presented so as to show, in addition to the number of firms reporting, the actual number of negroes affected, and the number of these who were of each sex. For instance, in the 19 firms employing negroes in jobs requiring some skill or training, how many negroes actually are so employed, and of what sex? Firms employing only one or two negroes as janitors should be separated from the general industrial tabulations.

The replies of 11 out of 15 firms show that they employ fewer negroes than formerly. This appears to indicate that the negroes were the first to be laid off in slack seasons. How do these replies correlate with the answers of the same firms as to the dependability, adaptability, and regularity of negro workers?

How does the wage paid relate to the replies as to dependability, adaptability, and regularity? The wage paid to a group of negro workers is important not so much in comparison with the wage paid a group of white workers as with the living costs of negroes and with their ability and training.

This page lacks a few editorial changes see checked copy

Study of Domestic Service Workers.

The study of domestic service workers is important since it represents an occupation engaging many negro women in the city and also applies to a considerable number of men. A study of domestic service workers was made in the fall of 1928 by the use of schedules filled in by 954 employers of 2,833 such employees in and around Philadelphia. ~~Of these, - lived with employers.~~ While the Philadelphia committee has not published the results of this study, the data would not be entirely comparable with those for Richmond, since they include a number of large country estates as well as city homes and since many of the workers were white, (native or foreign-born), and the information was not separately arranged for negroes. However, certain of the occupations were similar in the two studies, and some comparisons can be made of the figures on the hours and earnings of cooks, maids, child-nurses, butlers and chauffeurs. Over a fifth of those in occupations taken for comparison from the Philadelphia study were general houseworkers, a term used where there was only one servant in the family. About 46 per cent of the families reporting full-time servants in Richmond had only one. The full-time workers studied in Richmond, ~~who~~ reported nativity and those in Philadelphia included: in Richmond 132 cooks, in Philadelphia 384 cooks of whom 121 were negroes, and 344 general houseworkers of whom 230 were negroes; in Richmond 46 maids, in Philadelphia 132 chambermaids of whom 13 were negroes, and 77 housemaids of whom 26 were negroes; in Richmond 28 child's-nurses, 18 butlers and 31 chauffers, and in Philadelphia 100, 34, and 105 in these respective occupations, of whom respectively, 10, 11, and 21 were negroes. The total number included from the occupations listed in the foregoing were as follows: Richmond, 257; Philadelphia, 1,176, of which 432 were negroes. In Philadelphia 327 laundresses were studied, of whom over three-fourths

For information on domestic service employees, see article by Amy E. Watson in Annals of American Academy, May, 1929 p. 49, which cites the Philadelphia study.

Cooks and general houseworkers.- Of the cooks in Richmond for whom definite hours of work were reported, 85.2 per cent had a work period of over 12 hours. In Philadelphia, 83.2 per cent of the cooks and 47.7 per cent of the general houseworkers whose hours were reported had a overall day of such length, and the actual hours of work, irrespective of time off during the day were reported as 10 or over for 66.3 and 49.2 per cent of these respective groups. Of the cooks whose earnings were reported in Richmond 83.3 per cent earned under $10, 2.3 per cent $15 or over; in Philadelphia no cooks and 3.3 per cent of the general houseworkers earned under $10, and 91.4 per cent of the cooks and 45.7 per cent of the general houseworkers whose earnings were reported earned $15 or over.

Maids. - In Richmond about 85 per cent of the maids whose hours were reported had a day of over 12 hours. In Philadelphia about 70 per cent both of the chambermaids and of the housemaids whose hours were reported had overall hours of more than 12 hours, about 50 per cent of the chambermaids had actual hours of 10 or over. Nearly nine-tenths of the Richmond maids whose earnings were reported earned under $10, only one earned $15 or over. In Philadelphia only one chambermaid and no housemaid was reported as earning under $10, over 50 per cent of the chambermaids and about 65 per cent of the housemaids whose earnings were reported received $15 or over.

Child's-nurses. - About four-fifths of the child's-nurses with hours reported in Richmond had a day of over 12 hours, of those in Philadelphia less than half had such a day but over three-fourths had actual working hours of 10 or over. In Richmond nearly three-fifths of those with earnings reported earned less than $10, about one-tenth received $15 or over. In Philadelphia only two child's-nurses, one a part-time worker were reported as earning under $10, and over four-fifths received $15 or over. Of course, many of those in Philadelphia were white women, earnings were reported for only about three-fourths of those included in the study, and a number of them may have been in large suburban homes, but is it

considered advantageous for Richmond white children to be cared for during such long hours by persons whose pay would signify a low degree of competence, or does the difference in payments in these two cities correspond quite exactly to the difference in living costs?

Male help. Of the butlers whose hours were reported in Richmond about 57 per cent, in Philadelphia about 52 per cent had a day of 12 hours or over. Well over half the Richmond butlers having earnings reported and 5 of 11 reported in Philadelphia received $15 or over. About 45 per cent of the chauffeurs with time reported in Richmond, less than 9 per cent in Philadelphia, had a day of 12 hours or over. All whose earnings were reported in Philadelphia earned $15 or over, about three-fourths in Richmond received such amounts and none earned under $10.

THE NEGRO WELFARE SURVEY COMMITTEE

OF THE

Richmond Council of Social Agencies

JUDGE JOHN L. INGRAM,
President, Richmond Council of Social Agencies.

39-A, ALLISON BUILDING
Telephone: Randolph 315
803½ EAST MAIN ST.
RICHMOND, VIRGINIA

DR. W. T. SANGER,
Chairman, Negro Welfare Survey Comm

JUNE PURCELL GUILD
Director of the Survey

August 15, 1929.

DEPARTMENT OF LABOR
AUG 16 1929
WOMAN'S BUREAU.

Miss Mary Anderson, Director,
Woman's Bureau,
United Stated Department of Labor,
Washington, D. C.

My dear Miss Anderson:-

This is to acknolwedge receipt of your letter of July 15th with comments enclosed by Miss Pidgeon on the Negro Welfare Survey. I have just returned from my vacation, or I should have written to thank you for this splendid piece of work before this. You are most welcome to keep the questionnaire and tabulation referred to. In fact, should you care to have a complete set of the Negro Welfare Survey papers I should be delighted to send them on to you.

When the Negro Welfare Survey Committee meets again in September I shall give them copies of Miss Pidgeon's helpful paper.

Please accept my very sincere appreciation of your valuable help throughout the survey.

Very sincerely yours,

June Purcell Guild

(Mrs.)June Purcell Guild,
Director of the Survey.

JPG:P

Virginia

Textiles

17 Schedules

Virginia - Textiles

Field Dale, Va.

VIRGINIA SURVEY.

TO: Miss Anderson
FROM: Agness Peterson
SUBJECT: Investigation, Fielddale Cotton Mill, (Marshall Field Co.)

Location: Located in cotton mill settlement half mile from Fielddale Station. Most workers live in settlement.

DATE: 1-8-20.

1. Person interviewed:
Mr. Lindsay, Supt.
" Wilson, mgr.

Mill has been in operation since May.

2. Product.
Toweling, mostly at present. Looms installed for weaving table cloths but not used.

3. No. of employees:
White: Total 216 men 125 women 99
Colored, girls 9 boys 11
Construction, colored, boys 2.

4. Hours:
Beginning 8.10 a.m. End. 5.30 p.m.
Sat. 12 m lunch 1 hr.
Days 6 Total daily 10 weekly 55-1/2 hrs
Overtime, none
Children 8.10 to 5.30
Daily 8 hrs. Weekly 45-1/2

5. Workroom conditions.
a. Description. New one story and basement building, slashing room end has two floors, building on side of hill and one floor has been built under the extension of the mill floor over this side. Machines up in basement. The work is all done in one room, except the slashing and picking. The picking is done in another building and up. Mill is modern and unusually attractive and well lighted. Walls and ceiling white. Bleaching in separate building back away, men only.

b. Cleaning. Three people, 2 colored women, scrub. One white man sweeps all the time. Floor is scrubbed in this way at least once in 2 weeks. Room very clean.
c. Heating. Steam pipes, but humidifyers regulate humidity and heat supply.
d. Lighting. Windows all around, saw-tooth roof. Natural light excellent. Green shaded electric lights hang from ceiling in good number but can hardly be needed except early or late in day during winter.

e. Ventilation. Natural. Window sashes in sawtooth roof can be opened and with other windows open room can always be well ventilated. Park and Crane humidifyers.

6. Occupations.

a. List all occupations.

	women	men	
carding	9	36	
spinning & spooling	44	37	
warping	10		
drawing in	2		
tying in	-	2	
weaving	24	79	
inspecting, folding, tacking	19		
loom fixers		7	
quill cleaners	-	2	
slashing	-	3	
bleaching	-	18	
shop & power	-	19	
office	-	4	
construction	-	50	2 colored
cleaners	-	2	"
"		1	white

b. Describe operations involving hazards or strain.
None except from strain of constant standing.

c. Sitting or standing. Some inspectors and folders sit, others stand.

d. Seats. A few ordinary split chairs. Some square home made stools, stools a little higher than chairs. Every sixth loom in half of building had a chair on hand. Some enrobing machines had a sort of drop seat on end.

7. Safety.

a. Firescape. Not necessary. Sprinkler installed.
b. Guarding machinery. Machinery guarded.
c. Uniforms. None.
d. Doors. --

8. Sanitation.

a. Drinking facilities. Bubblers on one faucet over each sink. Two kinds on each side of room.
b. Washroom. None. Cold water faucets over sinks.
1. Soap. None except what workers bring, and there were cakes of soap on hand.
2. Towels. None.
c. Toilet. 1. Location and description, number of toilets. Two toilets on one wall. Open directly into workroom. So That screen has been placelon slant toto toilet room. Each compartment has two metal doors. Six compartments. Toilet clean and in good order.
12 seats 108 people 9 per seat

9. Lunchroom

9. Service and welfare facilities. lunchroom and restroom.
No lunchroom. All go home.
b. Cloakroom and locker facilities. None except toilet room and this was not used as cloakroom. None change clothes. Coats hang on wall of workroom, few hats in evidence.
c. Health service. Johnson first-aid cabinet. Supt. has charge.
No records kept.

10. a. Who hires? Foremen
b. " fires? "
c. " transfers? Foremen and supt.
d. Records. Not started but expects to. Payroll records only, now.
e. Labor turnover. Hopes it will not be great.

11. Recommendations.
1 - 2 - 3/
4. That adjustable chairs with backs be provided.
5. That washing facilities including hot water, soap and towels be provided.
6. That cloakroom with individual metal lockers and rest room be provided.
7. That definite employment policy be adopted and employment records kept.

REMARKS: Mr. Lindsay stated that when mill gets going in full swing he expects to hire a nurse who will help in employment end of work. Nicest cotton mill visited by investigator. All mills should be on one floor. 90% new workers. All new but few weavers.

WAGES: Want spoolers to make $4.25 a day. Begin all at $11 for 2 weeks as guarantee. Want spinners to make $28 and $30. Best specimens now made $23 last week. Several in enrobing got $22.

Martinsville, Va.

VIRGINIA SURVEY.

FROM: Agnes Peterson
TO: Miss Anderson
SUBJECT: Investigation, Martinsville Cotton Mill.
DATE: 1/7/20/

location, accessible.

1. Person interviewed:
Mr. Morgan, supt.

2. Product:
Cotton cloth.

3. Number of employees:
Total 132 White 127 Men 72 Women 55
Colored 5 " 3 " 2
Children 8 Boys 4 Girls 4

4. Hours:
Begin 7 a.m. End. 6 p.m. Sat. 12.
lunch 1 hour.
Days 6 Total daily 10 hrs. Total weekly 55 hrs.

5. Children 9 a.m. to 6 p.m.
Total daily 8, weekly 45.
Overtime, none.

5. Workroom conditions.
Description. Building of brick. 4 stories and a basement - 1/2 above ground. Floors wood except basement. Basement floors cement blocks. Building formerly used for tobacco factory. (Used for cotton mill about 3 years) and is divided by a partition through center on all floors. Partition part glass, part brick wall. Wood enclosed stairways and elevator connects each floor. The carding rooms and engine room are in basement. Weaving is done in 3 rooms. 3d half of first floor and both rooms on second floor. The slashing room and cloth room occupy the other half of the first floor. Spinning spooling and warping on third floor. All walls and ceilings newly whitewashed. Picking is done in separate building, men only. Present company owning mill have only had it a month. Supt. stated expects to do walls every 6 months.

6. Cleaning. Rooms clean, but weaving room not well swept. Floors unusually well scrubbed for cotton mill, even weaving room floors scrubbed and not oily as is usual. Cleaning going on constantly. Toilets clean but floors wet, laid to trouble with pluming.

c. Heating. Steam pipes. Overhead in basement, around walls on other floors, except steam on tap for humidity as usual overhead on all floors. Basement rooms exceedingly hot, claimed had to be kept at 80°. Supt. stated workers said it was very pleasant work room in summer. "Coolest carding room in country."

d. Lighting. Two sash windows all around in usual way, except dark hours in all rooms but basement. Unshaded electric lights installed, sufficient in number, but need shades. Muslin at several windows but not shades.

e. Ventilation. Natural, windows & doors. Steam tap as usual for humidity.

6. Occupations.

a. List all occupations.

women		men	
drawing in	2	lying in	1
spinning	26	spinning	25
spoolers	14	weavers	40
weavers	14	cloth room	2
cloth room	2	office	3
office	1	quill cleaner (machine)	1
quill cleaner (machine)	-	cleaning quills	1
		picking	1
		office	3
		outside work	3

colored
cleaners 2

Quill cleaning machine home made.

b. Describe operations involving hazards or strain. None except strain from constant standing.

c. Sitting or standing. All stand except two women who draw in.

d. Seats. Only one bench in spinning and spooling room. Chairs with back for women drawing in.

7. Safety.

a. Firescape. None, sprinkler installed. Stairway from basement to first floor narrow, no exit from basement except by 1st floor or small windows.

b. Guarding machinery. Machinery guarded. Elevator trap floor guards.

d. Doors open out.

c. Uniforms. None.

8. Sanitation.

a. Drinking facilities. Bubbler in each room.

b. Washroom. Location and description. None, sink with cold water faucet in each toilet room

Soap.

2. Soap. None.
3. Towels. None.

c. Toilet. 1. Location and description, number of toilets. One on each floor except basement. Men's and women's adjoin, partition runs within 6 inches of ceiling - ceiling high. There is a board partition extending out between entrances about 2-1/2 feet. Another board partition just out in place, screens entrances from work rooms, but that is all the screening. Two seats with partition between face the entrance in each toilet room. Supt. said he would see that screens are put in. Has only been here one month. Clean but floors wet. No outside ventilation, unless through men's couldn't see.

1st floor,	2 seats	12 women
2nd floor	2 "	10 "
3rd "	2 "	40 "

9. a. Service and welfare facilities. Lunchroom and restroom. None, all go home to lunch.

b. Clockroom and locker facilities. None. Coats and hats hang in workroom. 1 - 2 - 3.

c. Health service. None. Johnson cabinet ordered at request of insurance company, not arrived yet.

10. a. Who hires? Superintendent and foremen.
b. " fires? " " "
c. " transfers? Superintendent. Everyone is tried somewhere else if doesn't make good or doesn't like work.
d. Records. None but pay roll.
e. Labor turnover. Usually pretty large, but has not been there long enough to know. Hopes it will not be.

11. Recommendations.
1 - 2 - 3.
4. That shades be provided for all lights.
5. That adjustable chairs with backs be provided.
6. Adequate fire protection be provided.
7. That washing facilities including hot water, soap and towels be provided.
8. That properly screened toilets be provided not adjoining men's toilets.
9. That clockroom and rest room be provided, including individual metal lockers.
10. That definite employment policy be provided and employment records kept.

REMARKS:

The supt. began work at 8 years of age, as dorf boy in cotton mill, earning 8 cents a day. He has had only few months in school, but paid teachers to help him nights, and has taken correspondence work. Thinks 8 hours work would be splendid but believes it will cut putput, but the giving of 2 hours for study "would be fine". Was transferred from N. C. to N. Y. to run a mill but didn't know how to talk to the Italians, would rather work colored workers than Italians. White people in the South want to keep colored people out of factories, "they work just as well, often better."

Roanoke, Va.

VIRGINIA SURVEY.

TO: Miss Anderson
FROM: A. Peterson
SUBJECT: Investigation, Viscose Co.

Address: Off on edge of city.
Accessible: By street car and a long bridge built by company.

DATE: 1/15/20.

1. Persons interviewed: Mr. A. B. Richardson, Empl. mgr.
Mr. H. C. Leren, mgr.
Heads of various departments.

2. Product:
Artificial or fibre silk.

3. No. of employees:
Total 919 Men 503 Women 416
White 871 " 463 " 408
Colored 48 " 40 " 8
Children under 16, 11 girls, 1 boy.

NOTE: Some men work 3 shifts. Couldn't get it and Mr. Richardson left, so will write him if wanted. Few men only.
7 to 3 3 to 11 11 to 7 shifts.

4. Hours:
Beginning 7.10. Ending 4.55 Sat. 11.50 Lunch 45 min.
Days 6 Total daily 8.40 hrs. Total weekly 47.40 hrs.
Mr. Richardson stated 49.50 weekly. Paid for 50 hrs.
Children come at 8.10 to 4.45 p.m. 8 hrs. daily
44 hrs. 10 min. weekly.

5. Workroom conditions:
a. Description: Main building 5-story brick, fireproof, 2 cement stairways inclosed by brick walls. Large 1 story annex, also detached, 1 story building with saw tooth roofs.
First floor main office, hospital room, wide hallway off of which laboratory, machine shop and various branches of the plant are located. This hallway also connects with large reeling room in the large 1story annex. The second floor of main building is used for men's cafeteria and women's cafeteria. Two large pleasant and spacious rooms covering entire floor.
Third floor is used for winding room. Fourth for finishing, skeining and packing. Fifth, drying and sudding. The process is carried on in a 2-story detached building. Engine house 1 story detached. Storage 1 story detached. All modern and fireproof. Extension is being built, another 1 story annex.
Outside and inside housekeeping in spite of building carried on is exceptional.

b. Cleaning. 8 colored women clean factory constantly. Every corner immaculate. Scrubbing going on continuously, cover floor space at least once in 3 weeks. Toilets every day.

c. Heating. Radiators but also ventilation which regulates humidity and heat. In reel room hot or cold washed air comes in through standpipes as needed.

d. Lighting. Windows all around all workrooms and sawtooth roof adds light in reel room. Exceptionally good natural light. Windows fireproof frosted and wired kind. Almost entire wall space windows. Electric lights with green shades installed, said to be needed in morning and after 4 p.m. Dangerous, but in sufficient number to give much general light.

e. Ventilation. Vacuum only in reel room. Air constantly changing. In other parts of plant ventilators across room in ceiling, but windows have 2 sections which opens. Were open on day of visit.

5. Occupations.

a. List all occupations.

men only on process	130	reelers	300
" " " engineering staff including skilled & unskilled	225	inspectors	12
inspectors	12	drying room (2nd process)	
foreman -dryer room	1	sorters	60
foreman -winding room	1	inspectors	12
laborers (colored)	40	general handling (doffing, etc.)	28
	399	winding	66
		office	9
		nurse	1
		cleaners (colored)	8
			416

b. Describe operations involving hazards or strain. Constant standing or sitting. Weighers carry 10 pounds each trip and walk between weigh table and racks. Must be a strain.

c. Sitting or standing. ~~Constant standing or sitting.~~ Weighers reelers stand at work. 1 girl has charge of 10 reels. Weighers stand. Winders stand. Dryers and shakers stand. Two carry 10 and 5 pounds of silk skeins on sticks to dryer. Dryer on order of tobacco dryer. Lower rest sit, cleaners on floors, girls twisting skeins sit before a form on which skein has been hung. Give it a pull and a few shakes and then twist it into the twisted roll so as to stay in place.

d. Seats: In reel room 6 round stools to each 18 reelers on the aisle. 5 per chair, benchlike containers, also can be utilized for seats. No prohibition on using stools and

sitting between times. Weighers have use of straight back chairs but find little time to sit down. Just been packers supplied with stools.
Steiners sit on straight back chairs. Winders have not much chance to sit. Only 2 or 3 chairs in room, straight back.

7. Safety:
   a. Firescapes. Two fire walls, hose on each floor, sprinkler system installed. Chemical fire extinguisher.
   b. Guarding machinery. Machinery guarded as far as possible. Elevator railed. d. Doors slide, and open out.
   c. Uniforms. None.

8. Sanitation.
   a. Drinking facilities, - kind and location. Bubblers in all workrooms.
   b. Washroom. Troughs with cold and hot water in workrooms. 1. Soap. Laundry soap. 3. Towels. Sanitary, but many containers empty.
   c. Toilet. location and description, number of toilets. Toilet in good sized room on each floor in main building.
      5 seats clean chain flush. Screened, but screens only about 4-1/2 feet high.
      More than sufficient in number.
      Toilet for reel girls off hallway.
      11 seats 212 or 220 20 per seat.
      All toilet rooms have windows, and a drain in center of floor. Floors cement. Immaculately clean. Colored women have toilet on hallway in main building. 8 seats.
      1 shower in toilet room on cafeteria floor, no curtains. Used Athletic Association 1 evening a week.

9. Service or welfare facilities. a. Lunchroom and restroom. Two large cafeteria rooms, one kitchen on 2nd floor in building. Small tables, dining room chairs, piano, windows 3 sides. Very pleasant. Women's side used for entertainments, basket ball games, and by Men's Athletic assn. once a week. One cot in one of the 2 hospital rooms with screens around. Girl asleep on it when investigator was there, said not to have been injured, just not well.

   b. Cloakroom and locker facilities. Toilet room on cafeteria floor, has 6 wooden lockers. Most of workroom had coats and hats in it. Winding room, coats and hats hung on racks in the room.

   c. Health service. Well equipped hospital room, also nurses office adjoining. This has 1 cot in it, screened by movable screen. 2. Person in charge. Nurse. Records. Keeps records. Stated very little in way of accidents to girls. Men sometimes have accidents and girls indisposed.

10. Employment management.
    a. Who hires? Employment manager.
    b. " fires? Foremen, but seldom done, never without effort to place elsewhere unless some special reason should turn up.
    c. Who transfers? Employment manager.
    d. Records. Kept. Accurate time of all workers.
    e. Labor turnover. Kept records since July, 1917. 400% in 1918. Much better in 1919, but has not figured exactly guess in 1918 cut to 200%.

REMARKS: Begin new people at $9.07 a week, and $1 for punctuality.

11. Recommendations.
    1 - 2 - 3.
    4. Chairs with backs for winders and weigher.
    5. Chairs with backs in reel room, adjustable chairs with backs for those who sit at work.
    6. That washing facilities include liquid soap, and sanitary towels in all workrooms.

Danville, Va.

VIRGINIA SURVEY.

FROM: Ethel L. Best
TO: Miss Mary Anderson, Director, Women's Bureau.
SUBJECT: Investigation, Dan River Cotton Mills.

1. Persons Interviewed: Mr. C. C. Bolen, Asst. Supt.
Miss Pugh, Nurse
Dr. L. O. Crumple, Factory Physician
Miss Hattie Hylton, Supt. of Welfare work.

2. Product: White goods by the piece, sheets and pillow cases, ginghams by the piece.

3. No. of employees:

Total 3146	Men 1974	Women 1130	Under 16,	boys 18	girls 24
White 2874	" 1826	" 1006	" "	18	" 24
Colored 272	" 148	" 124		-	-

4. Hours:
Begin 7 a.m. End 5.30 p.m. Sat. 12 m. lunch period 12 - 12.25
No. of days 6 Total daily 10 hrs. Total weekly, 55 hrs.
Overtime, occasionally in some departments. An hour or so if that department gets behind. Men only.

5. Workroom conditions:
a. There are four large buildings where the cotton is made into cloth and where women work. Owing to lack of time and the enormous amount of space covered by the plant, only a very superficial report is possible. The buildings are of brick and vary from part of building No. 1, that has one part two stories, and one part three, to building No. 4 which has 4 stories; buildings 2, 3, are three stories. The rooms are very large and are used for more than one process. Sometimes a partition divides the room as in building No. 1, sometimes the room is not divided for the different occupations. All the occupations of making cotton into cloth - except the dyeing and designing departments, that have special rooms - are carried on in each building, but the kind of cloth varies. In one building, No. 2, they make the material for sheets and pillow cases and ~~xxxxxxx~~ press and stitch them ready for the market; in No. 3, they make colored goods and different gingham patterns. The buildings are in some cases connected by a covered passageway and there is also a long underground tunnel where trucks can carry goods from one building to another. Near the mill are artificial lakes where water is drawn for the engines and is turned back again as steam and condensed again as water. The grounds and surroundings of the mill are well cared for and much welfare work is done. (See note at end of report and attached pamphlet) There is no uniform condition in the workrooms. In some weaving rooms there are skylights as well as windows. Some have windows on three sides and some on four. The accumulation of cotton

dust varied but was worse in the carding and spinning rooms. The heat of the spinning rooms also showed much variation, some very hot and some fairly comfortable. Different systems of humidifyers were also in use, from the latest design to simply pipes with steam escaping and the exhaust from the spinning and carding room in several instances emptied into the room above, thus heating it, but also carrying the lint and dust.

b. Cleaning. Cleaning of the floors was done by sweepers constantly at work. The workers themselves are supposed to keep the space around their machines clean and once a week on Sat, they clean their machines, stopping them one at a time to clean them. The rooms were clean but it seemed to be impossible to keep the fine white particles of cotton from rolling up on the floor and to some extent on the machines.

c. Heating is by many different arrangements. Steam, hot air, washed air, the machinery itself, humidifyers, and the exhaust pipes from other rooms. The superintendent said it should be between 76 and 80° in the carding and spinning rooms but in the afternoon of the visit the temperature was certainly nearer 90° in some of the rooms. In the weaving rooms it seemed nearer 80°.

d. Lighting from windows and from skylights also on the top floors. The workrooms are so large and there is so much machinery that the light in the center of the rooms has to often be supplemented by artificial light. Electric light overhead. Where there are machines the lights hang directly over them and for the weaving machines the bulbs are placed almost in the machine, right back of the warp. For the girls who do the drawing-in the lights are most carefully placed over the frame and these lights are shaded. The workers also get the daylight over their left shoulder. Some lights have shades, but this is rather to throw the light down than to shield the workers' eyes.

e. Ventilation from hot air and humidifyers and exhausts. A few ventilators were open in one spinning room. The air did not seem stale but there was no life in it and many girls had perspiration streaming down their faces. The superintendent said that the threads ran better when the temperature was high and the air moist and that the girls got used to it that way and liked it.

6. Occupations.

a. List all occupations.

851	weaving	white men
310	"	" women
3	"	" " under 16

40	weaving	white	colored women
2	"	"	men
3	bleaching	white	"
12	"	colored	"
2	sewing department	"	female
79	" "	white	"
1	" "	colored	"
27	white shipping	white	male
12	" "	"	female
2	" "	colored	"
25	" finishing	white	male
8	" "	c "	female
1	" "	colored	"
52	cording	white	"
280	"	"	male
16	"	colored	"
32	"	"	female
31	spinning	"	"
1	" males	"	male
262	" " (18 white/under 16)	white	"
218	" (19 white females	"	female
1	" under 16)	colored	male
31	"	"	female
5	opening & bin	white	men
18	" "	colored	"
21	dyeing	white	"
49	"	colored	"
2	yard	white	"
61	colored finishing	"	"
57	" "	"	female
2	" "	colored	male
3	" "	"	females
54	" snipping	white	men
28	" "	"	females
1	" "	colored	men
4	" "	"	females
3	Designing	white	men
19	"	"	females
1	"	colored	"
21	electric dept.	white	males
2	" "	colored	"
84	repair "	white	"
24	" "	colored	"
125	dressing "	white	"
223	" "	"	females
5	" "	colored	male
9	" "	"	females

7. Safety:

a. Firescape. Firescapes are on but one building, No. 4. which is the only one with four stories, intthe large rooms, especially the weaving rooms there there would be difficulty in clearing the room quickly, with so much heavy machinery to break through floors, this seems especially necessary. Automatic sprinklers. Fire doors out of workrooms.

b. Guarding machinery. Overhead belts not guarded. These were too high to make guarding necessary on account of the workers' heads reaching them but on account of the belts slipping off the wheels, some belts and wheels on machines not guarded, Mr. Bolen said not necessary. Chains on the filler machines should be guarded. The factory doctor said many accidents occur daily, the worst ones on the weaving machines and almost twice as many to men as to women. The automatic weaver is especially dangerous as it sometimes starts up before the worker is ready. Danger also from something going wrong and the shuttle flying out, impossible to guard - see story of Mrs. Gibson - accidents occur in greatest numbers at 11 a.m. and 2 and 4 p.m. and on Monday and Thursday, hardly ever an accident on Sat. Marked falling off in accidents during spring and fall.

c. Uniforms. Not worn. (See Mrs. Gibson's story)

d. Doors. Went from one building to another through tunnels and covered passageways. Did not have time to examine all the exit doors. One was noted as opening out and two as opening in. Mr. Bolen did not know, said that the fire insurance people had always passed them.

8. Sanitation.

a. Drinking facilities. In most of the workrooms there was a drinking faucet over the washbasin with coolred water. Sometimes a tin mug hung near, sometimes the girls brought their own. Bubblers were furnished in the following workrooms, Bldg. No. 2, 1st floor card room, 3rd floor, dressing dept. Bldg. No. 1,1st floor card room, building No. 3, 3rd floor, There may be other bubblers but in the short time that could be given these were all that could be found with the assistance of Mr. Bolen, the faucets and the bubblers were all in the workrooms with the exception of the cold water faucets in buildingsNo. 4, where it was in thetoilet rooms over the wash troughs.

b. Washroom. Building No. 2. 1st floor, card room, iron sink with 2 faucets at each end of workroom. 2nd floor, iron trough in workroom, 4 faucets. 3rd floor, trough in workroom, 3 faucets. 2nd floor, white finishing, 2 faucets in workroom near toilet, 3rd floor, dressing dept. trough in workroom, 3 faucets. Bldg. No. 1,

1st floor, iron sink in workroom, 2 faucets, 2nd floor, weaving room, 3 basins, 2 faucets to a basin, basins in workroom, spinning room, one basin, 2 faucets in workroom, 3rd floor, iron sink in workroom near toilet, 2 faucets. Bldg. No. 3, 1st floor, 2 basins at each end of workroom, one near toilet, one has 2 faucets and one 1 faucet. 2nd floor trough near toilet room, 3 faucets, 3rd floor, trough, 3 faucets, near toilet room. Bldg. No. 4, 1st floor, 10 basins with 10 faucets in toilet room, paper in some basins, water standing in others, 2nd floor, 10 basins with 10 facuets, basins clean. 3rd floor, 10 basins with 10 faucets, fairly clean around and in basins, 4th floor, 10 basins with 10 faucets, clean.

No hot water
No soap
No towels

c. Toilet. Building No. 2, 1st floor. Colored toilet 2 seats, no window, bench, wraps hung on walls, cotton, paper, dirt on floor, ventilation into workroom, electric light. White toilet, 2 seats doors in front, window into workroom, electric light, wraps hanging around, unswept, uncleaned. 2nd floor, 2 seats, no doors in front of seats, no window, electric lights, ventilators open into workroom, moderately clean. 3rd floor, 2 seats, door in front of seats, window into workroom, moderately clean but bad odor, 2nd floor white finishing department. 1 toilet, window into workroom, fairly clean. 3rd floor dressing dept. 2 seats, doors in front of seats, ventilation into workroom, unswept, uncleaned.

Bldg. No. 1, 1st floor. 4 seats, one toilet door broken, used as a dressing room, floor clean, just been washed, clothes hanging on doors and hooks on wall, outside window. 2nd floor, weaving room, 1 toilet, out of order, outside window, paper, wraps on walls, 2nd floor spinning room, 4 seats, doors in front of seats, one door off, used for dressing room, ourside window, toilets littered with shoes, scraps of paper and dirt. 3rd floor 4 seats, doors in front of seats, one door off, used as dressing room, clean, recently washed, clothes hanging around.

Building No. 3, 1st floor, 2 toilet rooms, one with 2 seats, outside window, moderately clean; the other 2 seats, outside window, no door in front of seats, very drity and badly kept. 2nd floor, 3 seats, doors in front of seats, outside window, wash basins in toilet room, floor wet and dirty, 3rd floor, 3 seats, doors in front of seats, outside windows, basin in toilet room, floor wet and dirty.

Building No. 4, 1st floor, colored women's toilets, 4 seats, doors in front of seats, outside window, wash-

basins in toilet room, clothes, shoes and scraps lying around. 2nd floor, 4 seats, doors in front of seats, outside windows, washbasins in toilet room, clothes lying around, untidy but not dirty, 3rd floor, 4 seats, doors in front, outside window, washbasins in toilet room, fairly clean and tidy, 4th floor, 4 seats, one for colored women, doors in front, outside window, basins in toilet room, untidy but fairly clean. Floors in toilets 3 and 4 are of cement with drain in center. In 3 cases the water did not drain off properly but stood in pools after washing, It was impossible to get more than the total number of women by operations so it is impossible to check up the exact number of girls using each toilet. In a few instances there were obviously too few toilets. In 1st, 2nd, and 3rd buildings in the spinning and weaving rooms, in building No. 1 in the weaving room the one toilet was clearly inadequate.

No. of toilet seats

Building No.	1	- 10
" "	2	11
" "	3	10
" "	4	16. This building has one more floor than the others.

Total number 47
Total number of girls 1154

9. <u>Service and welfare facilities</u>.

a. <u>Lunchroom and restroom</u>. None. Girls eat lunch in workroom and a few in cloakrooms and washrooms there there are any.

b. <u>Cloakroom and locker facilities</u>. Building No. 2. Wraps are hung in toilet room on hooks in wall and in workroom on walls. <u>2nd floor</u>. Spinning cloakroom, outside window, hooks around walls, bench, fairly clean, white finishing dept., wooden cupboard on one side of workroom, too small, some wraps hanging outside.
3rd floor. Folding, packing and stitching dept. wraps hung behind curtain at one side of workroom, wraps hung around workroom.
Building No. 1. First floor. Wraps hang in toilet room and a few around workroom. Toilet obviously used as dressing room. 2nd floor. Weaving room wraps hung in toilet room. Spinning room has cloakroom, outside window, 2 benches, hooks around walls, pile of brooms in one corner, fairly clean.
3rd floor. wraps in toilet room, which is small, on hooks around walls and in workroom on hooks around walls.
Building No. 3. 1st floor. Wraps hung on hooks on walls between windows of workroom.
2nd floor, cloakroom, outside window, hooks around walls, benches, partition does not extend to ceiling, paper on floor from lunch, debris not more than one day old.

3rd floor. Cloakroom with 22 steel lockers, cupboards in wall, benches, outside window, room untidy, dirt apparently old.
Building No. 4. 1st floor, wraps hung in toilet and on walls of workroom, 2nd floor, cloakroom hooks on walls, outside window, many wraps also hung in toilet room. 3rd floor. Cloakroom hooks on walls, outside window, paper and dirt on floor, shoes under bench, probably not more than days accumulation of dirt. 4th floor, wraps on hooks on walls of workroom and in toilet room.

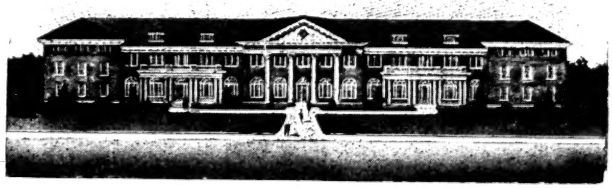
c. Health Service. 1. First aid equipment. Hospital and dispensary is in building about a two minute walk from the office. It is considerably farther from some of the factory buildings. It consists of four rooms, the doctors consulting room, the hospital room with cot, chairs, washstand and table, the dentist room and the eye and ear doctor's room. All cases, unless regular hospital cases, are attended to here. A dispensary is also maintained.
2. Person in charge. A doctor is in constant attendance, also a trained nurse - she also prepares food for the babies of families who work in the mill - There is a visiting nurse also, who spends her time looking up those who are absent on account of illness. A dentist and an eye and ear specialist give treatment free one evening a week. The only charge to the patient is for glasses or false teeth, every child entering the mill has to take a thorough examination and unless it is in good health it is not taken on. The hope within the next six months to have every worker entering the mill take a physical examination.
3. Records. A record of every case treated is kept and of all children examined.

10. Employment management.
a. Foreman Who hires?
b. Who fires? Foreman.
c. Who transfers? " and superintendent.
d. Records. Weekly sheet turned in by foremen.
e. Labor turnover. None compiled for whole plant. In the weaving dept., with about 122 employees, men and women, the average is about 50 a week.

11. Recommendations.
1 - 2 - 3.
4. Standards of heating, lighting and ventilation to be brought as soon as possible up the best practices in the plant.
5. With the present long day a 15-minute rest period should be given in the middle of the morning and afternoon

6. Chairs adjusted to their work should be supplied to all workers.
7. Either more exits from workrooms or fire escapes.
8. Better guards on belts. Different arrangements for starting the automatic weaver.
9. All girls working around machinery should have uniforms supplied them.
10. Bubblers in all workrooms.
11. Hot water, soap and towles should be supplied.
12. All toilets should have outside ventilation, toilet paper and a woman who is responsible for their order and cleanliness.
13. As practically none of the girls go home for lunch there should be a cafeteria in the building or adjoining and within easy access.
14. There should be a restroom in each building adjoining the washroom or cloakroom with a suitable person in charge.
15. Each floor should have its own cloakroom with hooks and individual lockers. One large cloakroom for each building might be equally convenient.
16. There should be a central employment office with a woman to hire xxd the female workers.

NOTES: About 6 months ago the management installed Leith's system of Industrial Democracy. There is a cabinet, composed of the president, secretary, general superintendent and two "confidential" men. The senate is composed of the department supts. and the foremen. The house is composed of 117 elected representatives of the workers, each 40 workers elect one representative. 15% of these are women. They meet regularly and can call a special meeting at any time. All three bodies meet together and the president is chairman. All three must agree before any motion can be carried. They vote by bodies, each has one vote. They voted to have a bonus paid on the amount of material, etc. saved in running expenses by the special care of the workers. It is paid monthly and varies from 5% to 14% based on wages. The workers, or at least some of them, find it difficult to tell how these savings are accomplished. The asst. supt. said they hoped to put in a system of physical examinations within the next 6 months. When asked if the workers might not veto it, he said, "I think we can convince them."



A PLEASING STORY

OF AN

UNUSUAL ENTERPRISE

HYLTON HALL

A COMMODIOUS AND ATTRACTIVE HOME FOR YOUNG WOMEN

SCHOOLFIELD
DANVILLE, VIRGINIA

HYLTON HALL

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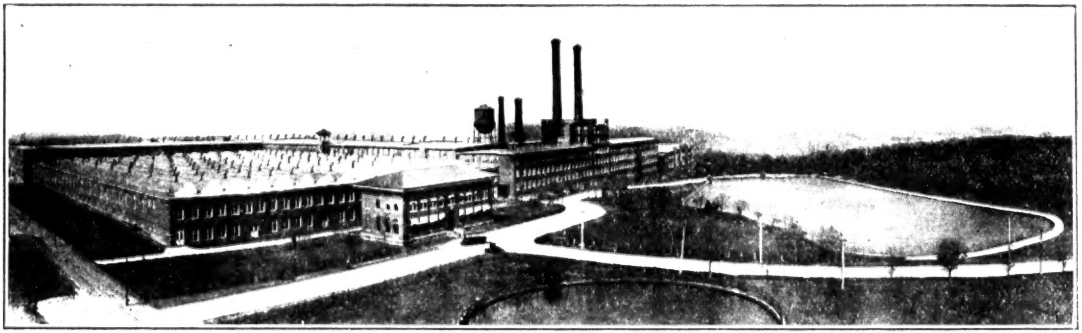

DAN RIVER COTTON MILLS, SCHOOLFIELD, VIRGINIA

Operated by the Riverside & Dan River Cotton Mills

HYLTON HALL

WHAT IS IT?

"A HOTEL THAT IS A HOME"

With every convenience afforded in the modern hotel, is combined the many features that go to make up the atmosphere of a happy home-life, and the very spirit of the house itself is one of joy, of good cheer, good fellowship and freedom; a freedom that delights itself in thoughtful consideration of others.

It gives to young women between the ages of 16 and 35, at moderate cost, comfortable rooms, good food, every facility for recreation and self-improvement, and the opportunity for the cultivation of a delightful social life, all under the protecting and refining influence of charming women of high Christian ideals and character.

These young women, employees of the Dan River Cotton Mills, are earnest, intelligent workers who command the respect of all who are privileged to know them.

ITS PURPOSE

The initial purpose is to provide a safe lodging place for these girls, but of greater significance is the plan to furnish such entertainment and instruction as will tend to develop them into good women of high ideals, whose lives will react for good on all those with whom they come in daily contact, and who will in the very nature of things, go forth in time, with enlarged vision and high purpose to create homes of their own.

WHERE?

The village of Schoolfield is suburban to the City of Danville—on the main line of the Southern Railway.

Hylton Hall occupies the heart of the village as do its occupants the hearts of the people, who already show in many ways their pride and proprietary interest in the family life of this delightful home.

A five minutes walk suffices to bring one from the Hall to either the Baptist, Methodist or Presbyterian Churches, the stores, the Y. M. C. A., the movies and the mill itself, and the electric car terminal is only two minutes away, from which point, after a fifteen minutes ride along Danville's most beautiful residence street, one may alight in the midst of the shopping center of the city, while the Southern passenger station may be reached in seven minutes more.

The building fronts on a smooth boulevard that runs parallel with the railroad, and at its back is a lovely natural park, with winding walks and rustic seats, and both tennis and basket-ball courts.

THE BUILDING

The building is of colonial design, of red brick with white trimmings and silver gray roof. Huge columns mark the entrance which is flanked on either side by large screened porches. The building is shaped like the letter "E" and the central part contains the big

units, such as dining room, kitchen, and serving rooms, assembly hall and class rooms, gymnasium, swimming pool and showers, infirmary with sun-parlor and roof-gardens, large public parlor, with ten small parlors opening into it, thirteen large living rooms, lobby and formal parlors on either side, and just beyond these, reading and writing rooms lined with bookshelves. The end sections form the dormitories which are composed of single and double rooms, each containing separate clothes-closets for every girl, hot and cold water, stationary washstands and medicine cabinets. The rooms are furnished with single iron beds, with best grade felt mattresses, princess dressers, tables and chairs, with washable rugs on the floors and dainty curtains at the windows; the walls are soft cream and the woodwork is ivory. They are sweet, clean, attractive and altogether livable. The bath and toilet rooms, located centrally on every hall, are entirely sufficient in number and furnishings.

The building is steam-heated and there is a model steam laundry and refrigerating plant, and drinking fountains are conveniently placed on every hall.

The dining room is tastefully furnished, and the kitchen and serving rooms are equipped with every device possible for the sanitary preparation and serving of food.

HOW IT GOT ITS NAME

The Schoolfield Progress, a monthly paper issued by the Welfare Department, in the May

number, year 1918, carried on its front page a cut of the architect's drawing of the girls' home with a full description of the plan. At the top of the picture appeared this advertisement:

"Wanted—A Name!
For
New Building for Girls"

"A prize of $10.00 will be awarded the person suggesting the most suitable name."

The paper was distributed in the village homes late one afternoon, and early the next morning the first suggestion received was to call the home "Hylton House." Three-fourths of the suggestions received were some modification of this name, which was an appreciation of the work done in the town by Miss Hattie Hylton, Supt. of the Welfare Department since its inauguration in 1908. Miss Hylton was further honored in the fact that the mill management expressed unqualified approval of the name "Hylton Hall" as selected.

SPECIAL FEATURES FOR HEALTH COMFORT, RECREATION

It is hard to be sick anywhere, and almost unbearable in a poor boarding house, but the infirmary in Hylton Hall is well equipped with all necessary hospital fittings, and here the girls may have both nursing and physicians care, free of charge, so that getting sick is relieved of some of its horrors. The gymnasium, fitted up with all manner of apparatus

and the swimming pool and showers, all used under the skillful supervision of a trained director, are calculated to directly correct many physical ills, and actually prevent sickness, so that it is hoped the infirmary will be the one empty place in the house most of the time.

Because pleasure and innocent fun are necessary to the well-balanced life, many forms of amusement and entertainment have been made possible. Friday night is set aside for "Home Night" when the girls welcome their young men friends for group singing and games in the assembly hall and gymnasium, and once each month a large party is held.

The girls may entertain their beaux any evening from 7:30 to 10 o'clock, in the large parlor on the second floor, or in one of the smaller parlors that open into it, and the House-mother receives these friends of the girls with cordial welcome which makes them feel so much at home that they always want to come again. These parlors are beautifully furnished, as are the private living rooms, thirteen in number, which are for the exclusive use of the girls themselves, where many a stormy winter night they gather around an open fire for a cozy chat.

Truly it is a happy home whose hospitality these girls would invite you to share.

OTHER PRIVILEGES

Six lovely guest chambers have the latchstring on the outside to greet the fathers and mothers who may wish to visit their daughters,

and they may stay one week at no expense to them, if arrangement is made in advance by the girls.

Girls have the freedom of the library, reading and writing rooms, and spacious porches and sun-parlors as well as the tennis and basket-ball courts in the open air.

Classes may be arranged in cooking, sewing, hand-work, millinery, singing, dramatics, civics, Bible study, as well as simple instruction in the elementary branches, and girls may use sewing rooms, electric irons and sewing machines to do their sewing, pressing and fitting.

NON-SECTARIAN

Thoroughly Christian in ideals and management, yet entirely non-sectarian in character, there is therefore no effort made to proselyte, but entire liberty in religious matters is the rule. The House-mother and her assistants belong variously to the Baptist, Presbyterian, Methodist and other churches, proving that the Home is not a church institution in any sense of the word.

SELF-GOVERNMENT

Only those regulations designed to give the greatest comfort to the greatest number are imposed, and these are passed on by the girls themselves, who are being led to adopt such measures of self-government as are best suited to their requirements. It is fully recognized that the greatest success of the home will come, not through restraints, but through its sweet

wholesome influence and the charm it has for the girls who call it home.

SELF-SUPPORTING

While Hylton Hall is conducted on sound business principles, and it is intended that it shall be self-sustaining, it is not run for the financial profit of any person or group of persons. It is as if the girls should club together and pay for their own living. They are to pay for all they get, but they get a great deal for what they pay. They are self-respecting, self-supporting young women who insist on paying their own way, and this opportunity is afforded them at the lowest possible cost.

PRICES

Prices are uniform: for room board and laundry a fixed charge of $7.50 per week, payable in advance on Saturdays to the office Secretary.

A deposit by each girl of 50 cents for room key is required, and this amount is refunded to the girl upon the occasion of her leaving.

Assignment of rooms is made upon application in the order of their receipt, and those desiring a room-mate should so state in the application.

IN THE MILL

In construction and equipment the mill itself is a fine example of modern mechanical achievement; the work in many of its phases has a fascination for those variously engaged in it. The

WAGES paid here are as good as are paid anywhere in the country for this class of work, if not the highest—as one lady recently said: "Wages must be higher here than anywhere else, as I have noticed that people who leave for other places seeking higher rates of pay always come back to Schoolfield." This is literally true—they do "come back", testifying beyond doubt that Schoolfield is a good town and DAN RIVER a good mill.

INDUSTRIAL SELF-GOVERNMENT

The management of the Riverside and Dan River Cotton Mills has always been progressive to a remarkable degree, but it remained for the month of June, 1919, to usher in the new system of INDUSTRIAL DEMOCRACY that out-distances all the moves made in the past, and gives fair promise of unqualified success in all its workings.

The employees of the mill, under the superb leadership of their president, H. R. Fitzgerald, have organized the industry after the plan of the United States Government, with a Cabinet, Senate and House of Representatives. The Cabinet is composed of the President of the Company and other Officials, the Senate is made up from the overseers and department managers, while the House of Representatives is elected by the popular vote of the employees, on the basis of one representative to forty people.

Both employers and employees are enthusiastic in their support of the plan, and almost as

a unit have subscribed to this new POLICY of the Company, which has as its four Cornerstones the principles of JUSTICE, CO-OPERATION, ECONOMY, ENERGY, and the Capstone of the super structure is

SERVICE

Such a broad and constructive policy cannot fail to find a response in the heart of every individual, and already legislation of much importance is under way, and every step is considered in such earnest intelligent manner as to prove the great appeal the system has made to the people.

The Senate and House are composed of both sexes, the women members showing as great interest as the men in all of the deliberations of these bodies, which fact further emphasizes the broad ideals of justice that dominate the lives of the leaders in this great movement.

HOW TO REACH DANVILLE BY RAILROAD

Danville is situated on the main line of the Southern Railway, and is the converging point for the two branch lines, connecting Danville with Richmond and Norfolk, and also the Danville & Western with terminus at Stuart, Va.

From Southwest Virginia one may come via the Norfolk & Western, changing at both Roanoke and Martinsville, or via Lynchburg, making the one change at that place.

All trains except those of the Danville & Western arrive at the Southern passenger station. The Traveler's Aid Secretaries are on

duty both day and night and offer their kind and capable assistance to all travelers

HOW TO GET TO THE SCHOOLFIELD PLANT

The electric cars run to Schoolfield from 6:30 a. m. to 10:30 p. m., and at the station a girl should take a car marked either South Main or Holbrook & Main, and ask the conductor for transfer to Schoolfield and for full directions as to where to change cars, etc. Hylton Hall may be reached in this way in 22 minutes.

Should a girl arrive at night after 10:30, she should go to the station and get the Traveler's Aid Secretary to assist her in getting a reliable taxi-driver. If the Secretary is absent from her desk, telephone to Mrs. Ida P. Moore, Secretary of Hylton Hall, whose number may be secured from the ticket office or baggage room.

Failing in this, telephone to Miss Hattie Hylton, at 566-J for information. By no means fail to take these precautions, without which it would be wise to wait in the station till morning.

GENERAL SUGGESTIONS

Before leaving home a girl should write the Secretary of the Home, advising her of the date and hour of her arrival, or, otherwise, send a telegram, in order that someone may meet her at the train.

She should not come expecting to be lonesome, for this is not probable in a home of

225 splendid young women. A girl who shows herself friendly will not be without friends, and friends make for happiness. Therefore, come with a smile and a happy heart and you are sure to lose neither.

"HERE'S GREETINGS FROM

YOUR FRIENDS TO BE"

2
3
7
1
4
6
5

STAFF

1—MISS HATTIE HYLTON - - - Superintendent

2—MRS. LUCY D. ACREE - - - - House-Mother

3—MRS. BERTHA P. BLANTON. . Asst. to House-Mother

4—MRS. OLA L. WILLIAMS - Asst. to House-Mother

5—MRS. IDA P. MOORE - - - Office Secretary

6—MISS VELMA MOESCHLER - - - - Dietitian

7—MISS BESSIE MEARS - - - Physical Director

APPLICATION BLANK

.....19.....

MISS HATTIE HYLTON, Supt., Schoolfield, Va.:

I hereby apply for Room and Board in Hylton Hall, subject to all the provisions of your current booklet, which I have read and to which I agree.

To the best of my knowledge I am in the best of health.

Name (in full).....

Home Address.....

Age.....

Parent (or Guardian).....

Do you desire single or double room?.....

Signed.....

Lynchburg, Va.

VIRGINIA SURVEY.

From: Agnes L. Peterson

To: Miss Mary Anderson, Director, Women's Bureau.

Subject: The Lynchburg Cotton Mills
H. L. Moorman, Manager
Diamond Hill - three blocks from street car.

Date: December 8, 1919.

1. Persons interviewed: Mr. Moore - Office Head
Mr. Anderson - Bookkeeper
Mr. Lee - Policeman
Foreman of departments
Mrs. Smith in charge of nursery
Teacher in Kindergarten

2. Product: Cotton Cloth (White)

3. No. of employment:

		Men	Women	Children under 16	
Total	472	280	192	Girls	21
White	414	262	152	Boys	19
Colored	58	18	40		

Have a few on call as is usual in cotton mills - but have a group called "Spare Hand" who can fill in anywhere.

4. Hours:

Begin 7:00 a.m. End 5:30 p.m. Sat. 1:00 p.m.
Lunch period 30 minutes.

No. of day 6 Total daily 10 hrs. Total weekly 56 hrs.

Children - some come at 7 and work until 3:30

No. of days 6 Total daily 8 hrs. Total weekly 46 hrs.

Children - some come at 9 and work until 5:30

No. of days 6 Total daily 8 hrs. Total weekly 44 hrs.

Claimed no overtime.

5. Workroom conditions:

a. Description: Building four story brick in old part and two story in new. Floors in good condition, much of it new floors. Walls white washed and clean. Machines all run length of building except some of the carding machines in small room. Well defined aisles

throughout. Building runs North and South. Two story part will be called North and North end and South 1-2-3-4 for convenience in describing toilets. Weaving is done on the two floors except the North end which is partitioned off and used as cloth room. Women work only on second floor. Spinning is done on the 1st and 4th South. Carding on 2nd and 3rd South. Twing is done on the 1st floor weaving room. Quilling is done in same room. Picking is done in connection with the carding and is therefore not separated as in Danville report. Humidifiers - the hanging lamp kind installed in spinning and weaving rooms. Belts and shafts in all these rooms. No new automatic machines. Weaving room and cloth room second floor and spinning room 4th floor, very pleasant rooms - others not bad for a cotton mill.

b. Cleaning. Cleaners and scrubbers clean all the time and floors are scrubbed constantly - floors very clean. Not as much oil worked in wool of spinning rooms as usual. Windows clean throughout buildings except in corner where twing in machines stand - toilet room and part of carding rooms and toilets. Toilets all need cleaning, sweeping perhaps more than scrubbing - floor wet in toilet off 1st floor weaving room. Explained that repairs were being on.

c. Heating. Heating by steam pipes around walls and overhead. Steam on tap in all rooms but especially weaving and spinning rooms. Humidifiers give out steam and room was very warm - seemed hot.

d. Lighting. Windows on two sides of all rooms and on three sides of North end and South end. Shaded electric lights installed and used although it would seem as if natural light would be sufficient. Lights seemed too high and were of great voltage over the twing in frames. Women sat with back to windows - day dark and some had two large bulbs over the frame. One or two wore screens or shades for the eyes. Lighting could be improved here but two girls on being asked said they didn't mind having the light as it is but an old lady complained of poor light. White muslin can be drawn over all windows in spinning, weaving and carding rooms and these curtains were drawn over almost all the windows in spite of the fact that day was dark and rainy. Windows frosted glass. Natural light adequate except in center of room. Sky lights in second floor weaving room and in 4th floor spinning.

e. Ventilation. Natural, windows and doors and elevator openings. Stated that exhaust pumped out steam (or dried it out) off of slashing machines. Doubt they work for there was much steam in evidence - much more than need be - thick with steam near machines. Overseer stated he often turned on 10 lbs because it needed it to dry the warp. No such amount in evidence in other plants.

6. Occupations: List all occupations.

	Men	Women
a. Spinning rooms		29
Spool tenders		50
Spinners	43	
Doffers	8	3
Learners		
General helpers (piler-roving pick up quills etc.)	28	
Cleaners (Sweepers & Scrubbers) colored		9

Carding rooms	Men	Women
Carding and picking	6.	
Drawing hands	10	
Slubing	5	
Intermediate	10	
Speedlers	10	
Learners (young)	4	4
Spare hands	1	3
Cleaners (colored - scrub, sweep, blow off in machines)		12
General	23	5
Weaving		
Loom fixers	17	27
Weavers	36	
Filling rollers	8	
Drawing in		6
Tying in machines	2	
Creelers		7
Learners	3	1
Loom and Harness cleaners		6
Slasher tenders	7	
General	10	
Quill Cleaners (colored)		3
Cleaners (colored women - sweep, scrub - help in cleaning quills)		15
Cloth room		
Inspectors		7
Tackers		4
General	14	
Cleaner (colored)		1
Yard (engineer, stokers, watchmen cloaking room, etc.)	11 white 15 colored	
Office	6	
Total white		
" colored		

c. Describe operations involving hazards or strain.

None except strain from constant standing. In the Danville mills women clean quills by hand - very heavy work. Two machines to the work here - one extra woman picks threads remaining on quill and the sweepers help when they are not busy sweeping. A new machine has been ordered which will require but one woman to do the quilling for the factory.

e. Sitting or standing. All stand except those in cloth room who sit part of the time - Drawing in - also operating quill cleaning machine.

l. Seats. Stools without backs used by quill cleaners. Ordinary chairs used by those drawing in. One stool bench in carding room. 2nd floor - young girl sitting on it. Ordinary chairs used by girls in cloth room.

7. Safety.

a. Fire escapes. Fire doors at all openings between buildings or rooms. Two wood stairways enclosed within brick walls - off each workroom. Outside fire escape on West side of building. Sprinkling system throughout plant. Water buckets hill through workroom - every other post in weaving and carding rooms - every post spinning rooms.

b. Guarding machinery. Machinery guarded. Elevators only guarded by trap door arrangement.

c. Uniforms. None. One of women weavers thought it would be very fine indeed if weavers were uniforms - "Sometimes shirts catch."

d. Doors - all slide.

8. Sanitation.

a. Drinking facilities. Bubbler in workroom but water faucets used. No bubbler in cloth room - new sink with 2 faucets just installed - one glass in evidence - stated Mr's orders were to see "that all bring own glass."

b. Washroom: Location and description. Females - none. None. Can use faucets over sinks.
1. New white sinks in some of work rooms and being installed throughout building - 2 and 3 faucets.
2. None
3. None

c. Toilet: Location and description. The old toilets are bad. But all except those in weaving rooms have or are being replaced with new fixtures. First floor weaving in very bad condition. That and the 2nd floor toilet adjoins men's with only part partition between - both open directly in to work room and are the old water running flush type. Old wood seat (one just rotting away) four seats screened by a lattice door. A lattice screen also has been put in front to screen the lattice doors. But a good view of this screen can be had from work room.
2. Number of girls per toilet. 1st North - 4 seats - 50 to 55 girls 7 or 8 to a seat: 2nd North - 4 seats - 50 to 55 girls - 7 or 8 to a seat.
Cloth room - new toilets installed not completed - only partition only - now screened by canvas cloth hanging. Stated will have doors and screens in front of doors.
2 seats 12 girls 6 per seat

4th South - Sep. toilets - windows on South end of room - 4 seats screened - floors could be cleaner.
4 seats 45 to 50 girls 11 or 12 per seat

3rd South - same as on 4th South except that dressing room now being built - is not completed and coats and hats hang on floors. Floor covered with waste paper - not swept for day at least
4 seats 10 girls 3 or 3 per seat

2nd South - same as above in location and size. Coats and hats hang on floors. Corsets, shoes and clothes hang inside toilet compartments. Floors in need of cleaning.
4 seats 14 girls 4 or 4 per seat

1st South - same as others
4 seats 45 to 50 girls 11 or 12 per seat

Colored women use same toilets as whites. One foreman said they "use same entrance." Some of the women objected to it. One old lady in 1st floor weaving room said she hope I would do something about the toilet. When talking to her it did not look they were being equipped with new plumbing, and it is quite evident she did not either.

9. Service and welfare facilities:
   a. Lunchroom and restroom. None - except 4 or 5 go to nursery where they eat their lunch. No restroom except in nursery, only one cot in lunchroom and one in dressing room off of schoolroom. Schoolroom is on second floor of nursery building which is a short block from factory entrance.
   b. Cloakroom and locker facilities. No cloakroom except on 4th floor - spinning room - not large - clothes hung on hook around walls - partition has just been put up and one now toiling out on 1st floor spinning room - partitioning off a cloak room in nursery room. No cloakroom in weaving room or carding rooms. Coats hung around on walls or in toilet rooms of carding room. A cupboard with two compartments in cloakroom. Too small to hold the coats of the 15 girls there. It should be a good-sized female locker. Coats hung over doors - not so advisable to spread out to dry.
   c. Health service. 1. First aid cabinet in office building just across the road from factory. 2. Any one in office. Doctor on call when needed. 3. None kept except what locotr keeps.

10. Employment management.
   a. Who hires? Overseer in each department - thru office.
   b. Who fires? Overseer in each department.
   c. Who transfers? Not done unless with approval of overseer and in case one department is short and employee shows promising person and then it is done through office.
   d. Records. None but payroll.
   e. Labor turnover. Thinks about half come and go - away a few weeks - then return.

1. Recommendations.
   1-2--3.
   4. That toilets be cleaned more frequently and kept clean from debris or water on floor.
   5. That lights be hung lower for women drawing in and shades be adjusted so that rays do not reflect so directly in eyes of workers.
   6. That steam exhaust be adjusted or use of steam in slasher be limited so as not to fill that part of room with steam.
   7. That adjustable chairs be provided for all who can sit at work. That rest periods of 10 minutes each morning and afternoon be allowed for those who must stand at work and that chairs be provided upon which to sit at rest.
   8. That sanitary drinking facilities be provided in all the workrooms.
   9. That washing facilities including hot water, liquid soap and sanitary towels be provided.
   10. That separate toilets be provided for colored women and that effort be made to rush the repairs on the toilets in the weaving rooms and more adequate screening be provided for these toilets - including partition extending to ceiling between men's toilet and that used by women.
   11. That a lunchroom and restroom be provided.
   12. That cloakroom facilities be provided for all the workers including lockers.
   13. That a hospital room be equipped and a competent person placed in charge. That a definite employment policy be adopted and employment records kept.

The company pays 100% bonus for regular attendance - 50% if irregular. Guarantee wage to learners - 75¢ in spinning room - if regular for a week, $1.50 a day - $8.40 a week - 90¢ weaving room - 180 if regular - $1.80 a day, $10.08 a week.

There are 53 children in the kindergarten in nursery building - 15 women bring children to nursery. The number there ranges from 30 to 40 - 69 in building as a rule - 13 are too small to go to kindergarten. Schoolroom pleasant - 2nd floor room with dressing room off on one side - nursery room - cement floor not at all attractive.

Danville, Va.

VIRGINIA SURVEY.

TO: Miss Anderson
FROM: A. Peterson
SUBJECT: Investigation, Riverside Cotton Mills Co.
Located on both sides of Dan River. Accessible.
DATE: 10-3-19

1. Persons interviewed:
Mr. W. W. Moore, Supt.
" C. A. Moore, Asst. Supt.
" F. H. Murrie, Paymaster.

2. Product:
Cotton cloth.

3. No. of employees:
Total 1738 Adults 1727 Men 1141 Women 586
White 1484 " 947 " 526
Colored 254 " 194 " 60
Children under 16 11 boys.
Men work overtime sometimes.

4. Hours.
Beginning 7 a.m. End. 5.10 p.m. Sat. 12 m.
Days 6 Total daily 10 hrs. Total weekly 58 hrs.
Children under 14 Beginning 7 a.m. End. 12 m.
" " 14 " 12.40p.m. " 5.30 p.m.
Lunch 30 min.
Days 6 Total daily 5.5hrs. Total weekly 25 and 30 hrs.
Overtime. Men occasionally stay late and weave, but not as a rule and only a few allowed to do so. Speaker of House made up 55 extra hours pay by overtime last week and doing so this week.

5. Workroom conditions.
Description. There are six buildings and separate reports will be made of each building, including 5, 6, 7, 8, 8. They will be taken in order of location rather than in order of number.
Factory Building, No. I. There is a main building with an extension on the east side, both of which are 4 stories and basement. There is also an extension on the north, three stories high and connected with main building by a passage way on end and 3rd floors only.
Picking, carding and spinning are done in this building. Carding on the 1st and 3rd floors ~~xxx~~ of main and north wing and spinning on 2nd and 4th floors of main building and east extension. Feeding picking machines on 2nd floor of north wing and picking on 1st floor of north wing. Narrow unscreened stairway used to go up and down between rooms. All rooms have windows on 4 sides. Walls painted, main bldg.,

White washed north wing in fairly good condition because of frequent brushing, painted about 2-1/2 years ago, and needs redoing in places. White washing in North wing more recent but needs redoing.
Floors wood, in good conditions except picking room where worn in places, but dark with oil. Machines arranged so as to allow for sufficient space for aisles. Aisles along walls not wide, but kept free and clear.

b. Cleaning. Seven colored women cleaning constantly, distributed as needed. Floors swept several times a day. Colored men brush off windows and walls once or twice a week, some windows coated with lint, others fairly clean. Stated scrubbing going on by degrees, and whole building covered at least once in 6 months. Stairways scrubbed every week. Toilets washed every day.

c. Heating. Hot water pipes in ceiling around walls.

d. Lighting. Windows on four sides on all floors. Shaded electric lights on in both spinning rooms, although natural light seemed sufficient. Mr. Lord stated "ought to cut some out to save fuel, but people want it."
Shaded electric lights in use on 1st floor, unshaded lights provided on 3rd but not in use.
Natural light seemed adequate on all floors except 1st. Carding room large and center of room needed artificial light, ordinary, but large electric bulbs. Cotton curtains drawn across some of the windows on south side. Windows all frosted.

e. Ventilation. Could have natural ventilation and doors were not shut tight. No windows open. Temperature kept about 70°. Cold air pipes used in summer on 2nd and 3rd floors. Pipe runs around room near ceiling. Home made washed air arrangement, but claimed to reduce temperature 10°. Humidity is provided by steam pipes near ceiling shooting forth small spray of steam about every 25 feet across room each way.

6. Occupations.

a. List all occupations.

white women		colored women	
spinning	44	feeding pickers	3
carding	12	cleaners	7
white men		**colored men**	
spinning	48	pickers	14
Totals: white men	108	White women	56
colored "	14	colored "	10
Grand totals	112		66

b. Describe operations involving hazards or strain. No hazard except strain from constant standing at work.
c. Sitting or standing. All stand at work.
d. Seats. No seats provided except 2 or 3 small benches along walls of carding rooms, only noticed one carder sitting. Mr. Moore stated "Spinners have no time, carders, however, can sit down once in a while."

7. Safety:
a. Firescape. Two stairways with iron hand rails, one on each side of building, inclosed in brick fire wall. Fire doors used exclusively.
b. Guarding machinery. Machinery guarded. Elevator shafts guarded with high gates.
c. Uniforms. None. A few women had tied scarf over head, some men wore caps.
d. Doors: ---

8. Sanitation:
a. Drinking facilities. Stated cooled water used in summer. One cold water faucet over black iron sink in each work room. One drinking glass noticed on machine in building. Tin cups used by several people stand on shelf over sinks, so common drinking cup is in use.
b. Washroom. None. Only cold water faucet - the only means of washing.
No soap. No towels.
c. Toilet. First, second and fourth floors have toilets on east wall, men's and women's adjoining. Slat doors 3/4 way up. Rooms small with partway partition inside. No way of hooking and only one seat. Fairly clean. Outside ventilation.
White women using 2nd and 4th floor.
4th 1 seat 22 women and sometimes 4 to 6 extra from 3rd floor. Second floor, 1 seat 22 women.
Colored women use toilet on first floor.
1 seat 10 women.

FACTORY NO. 4.

5. Workroom condition. Description. Four story brick, 1 stairway inclosed by brick walls, elevator in same brick inclosure.
Spinning on 4th floor, carding on 3rd, spinning on 2nd, carding and picking on 1st. and semi-basement below 1st floor picking room. Picking in two-story extension. Rest of basement for bale waste, air cooler, etc., also store room for filled bobbins. Machines in spinning and carding rooms arranged in usual way, aisles around room near walls not wide and in carding room blocked by empty containers used for holders of cotton rolls as it comes off carding machines.
(Add about picking blowing over.)

b. Cleaning. Two colored women cleaners on 4th floor.
Three " " " " 3rd "
Two " " " " 2nd "
Two " " " " 1st "
One " " " in basement.
Women sweep and clean constantly, floors scrubbed about once every 6 months. Stairs once a week, toilets every day. Usual dark, oil soaked floors in spinning rooms, but all floors swept as well as could be. Windows covered with lint in carding rooms and Supt. of factory stated that beams, windows and walls were dusted and brushed 2 or 3 times a month. Women clean own machines, dorfers do the cleaning under the machines, women pick rollers on spinning machines every Monday, and Thursday morning. They think that the most difficult cleaning, because they have to keep up the sides of spinning machines while cleaning the rolls.

c. Heating. Same arrangement of steam pipes as in Factory One.

d. Lighting. Shaded electric lights throughout building except basement where unshaded - high. Natural light seemed sufficient except on 1st floor, but lights burning on all but 4th floor. Windows on 4 sides of all rooms but picking rooms. Safe

e. Ventilation. A few windows slightly open in spinning rooms. Cool air pumped in during hot weather as in Factory 1. No mechanical ventilating.

6. Occupations.

a. List all occupations.

White women		colored men	
spinning	20	spinning and doff	29
carding	7	carding	38
colored women			
picking	4	waste and picking	11
cleaning	10		

b. Describe operations involving hazards or strain, unusual. None except that of strain from constant standing.

c. Sitting or standing. All stand at work, except cleaners who sometimes crub.

d. Seats. Only 2 or 3 small benches in carding rooms.

7. Safety:

a. Firescapes. Stairway inclosed in brick wall. Sprinkler system throughout. Fire doors.

b. Guarding machinery. Machinery guarded. Elevators guarded.

c. Uniforms. Not worn. Some of the women in carding rooms had scarf tied over haif and some men wore caps.

8. Sanitation:

a. Drinking facilities. Cold water faucet over sink in each workroom, common drinking cup.

b. Washroom. None, only washing facility is cold water faucet over sink in each workroom, and a few tin basins on floors which can be used to hold water.

No soap. No towels.

c. Toilets. Toilets on west wall of each room. White women use toilets on 4 - 3 and 2nd floor. Colored women on 1st. Doors to men's and women's toilets about 2 feet apart, full partition. Toilet rooms slightly larger than in factory 1. Fairly clean, cement floors, string flush kind. Door opens right on to seat on first floor, not properly screened, better screening on other three floors, but not desirable.

4th floor	8 women	1 seat	8 to a seat
3rd "	7 "	1 "	7 " " "
2nd "	12 "	1 "	12 " " "
1st "(colored)	14 "	1 "	14 " " "

9. Service and welfare facilities.

a. Lunchroom and restroom. None.

b. Cloakroom and locker facilities. Two dressing rooms, 4th and 2nd floor. Windows and light but small and unattractive. Clothes hang on walls. One bench on fourth floor in dressing room.

FACTORY NO. 6.

5. Workroom conditions.

a. Description. Five story and basement brick building. 1 stairway inclosed in brick wall in center of north wall. Elevator in same fire shaft. Fifth floor, west half, used for dressing cotton and spooling - singing room - East half for spinning.

4th floor for spinning.
3rd " " carding
2nd " " weaving
1st " " wheel house.

Large, machines arranged usual way.

b. Cleaning.

5th floor 8 women cleaners, colored
4th " 3 " " "
3rd " 3½ " " "

Sweeping and scrubbing as in other buildings. Dressing rooms not swept, paper and accumulation on floors, toilets fairly clean.

c. Heating. Same as in other buildings.

d. Lighting. Windows on four sides except picking rooms where windows are on 3 sides. 5th floor partition between spinning and dressing room of glass. Shaded lights but natural light seemed sufficient. Skylight in spinning room on 5th floor.

e. Ventilation. Same as in other buildings, except steam for humidifying room is not sprayed as in buildings 1 & 4 but comes through round container which is supposed to spray it in a large circle and so thin it out so as to be almost unnoticeable. Mr. Moore stated that this apparatus is not as satisfactory as that used in the other buildings, although they hoped it would be.

6. Occupations.

a. List all occupations.

white men		white women	
spooling and sizing	24	carding	4
various jobs, helpers, operating tying-in machine & lifting machine	43	spinning, have 33 on list usually use 19	26
spinning, have 41 on list, need 32	32	drawing in	1
carding	44	spoolers	16
weaving	24	warper hands	4
helpers, weaving room	10	creelers	2
cleaner	1	tangle work	1
		weaving	11

colored men		colored women	
cleaner	1	cleaners	14
picking	15	quill cleaners	5

b. Describe operations involving hazards or strain.

No hazard except it be from constant standing at work, and that quill cleaning be too heavy work for women. Quill cleaners stand on a low table on which bobbins, taken from looms, are to be cleaned or rather short lengths of yarn to be removed from the quills. The quills are brought in in deep containers about 3 feet long, 3 feet deep and 18 inches wide. The quills are dumped on the table and 5, 6 or 7 women get up on table and lift bunches in a way that can best be described by "like taffy pulling" when taffy is pulled over a hook on the wall. The holds, however, not on a wall but on the floor, by the weight of the quills. They pull and pull and the quills unwind until all are clear of thread. It is very heavy work. The women in factory 6 do not

push the container or tilt it over men.

c. Sitting or standing. All stand at work except the woman who sits in and doing tangle work. - This is straightening tangles in yarn.)
Spill cleaners can sit between cleaning, but are supposed to keep it up regularly all day long, so do not have much change.

d. Seats. No stools, but [illegible] 2 ordinary chairs for tangler and drawer in.

7. Safety.
a. Firescape. One firescape. Stairway and elevator in fire shaft. Fire doors. Sprinkling system thro about. Buckets of water were over each machine.
b. Machinery guarded. Yes. Elevators guarded.
c. Uniforms. None.
d. Doors. Open out.

Sanitation.

8. /Drinking facilities. (Kind and location). One cold water faucet over sink in all work rooms, common drinking cup.
b. Washroom. None. Cold water faucet over sink in workroom. Soap. Towels.
c. Toilets. Location and description, number of toilets. Toilets on each floor, men's and women's located on south wall, 2 feet between doors. Small room, one seat. Outside ventilation. Off dressing room, 4th floor.
1 seat 26 women 26 to a seat
Cleaner keeps pails and brooms in room. Fairly clean.
Spinning room. 7 women 1 seat 7 to a seat
5th floor spinning room 20 women 1 seat 20 to a seat
4th floor carding room. 4 " 1 " 4 " " "
Weaving room. 11 women 1 seat 11 to a seat
Colored on second 19 women 1 seat 19 to a seat
All fairly clean, but small and old fashioned.

9. Service and welfare facilities.
a. Lunchroom and restroom. (location and description.) None.
b. Cloakroom and locker facilities. 5th floor, 1 small dressing room. Window, clothes hang on wall.
4th floor. 1 small dressing room, window, bench, clothes hang on wall, evidence of lunch waste on floor.
3rd floor dressing room for colored women partitioned off between small trap stairs from 3rd to 2nd floor and wall. Very narrow passage between stairway and post, not over 18 inches. Partition of blue chambry. Clothes hang on wall, room disorderly and only a makeshift dressing room, dark and unlighted.

LONG MILL.

5. Workroom conditions.
Description. Very large 5 story brick building on north side of river. A sort of one 3-story building added to another. (See diagram attached)
Weaving 6 & 7 in Mill #6.
Picking in attached wing. 4 colored women.
5 " men

NOTE: About 20 of the 62 women in No. 2 spinning work in No. 3 spooling and spinning, so 48 women use No. 3 toilet and 42 use toilet in No. 3 spinning.

a. Description.
Nos. 2, 4, 9 weaving and half of No. 3 weaving have no overhead ~~xxx~~ shaftings and are very pleasant workrooms.
The walls, although not recently done on all floors, are whitewashed. Floors of wood and in good condition except oily and dark in places.

b. Cleaning. Regular cleaners assigned to all rooms. Rooms well swept but not scrubbed. All toilets scrubbed on day of second visit. Windows are washed every spring. Takes 2 men 3 months to wash the windows in this building.

c. Heating. Steam pipes.

d. Lighting. Natural light fairly good on all floors except that 1st floor is not as well lighted as the other floors. Windows on at least two sides in all rooms and on 3 sides in some. Spinning and spooling room on third floor has skylight and is very light and pleasant. Some electric lights shaded, others not. Sufficient electric lights installed. Cloth room office has all lights shaded. White muslin hangs at windows on south side and can be used when preferred. Glass partitions in some places between rooms help by not cutting out light. Artificial light necessary during late and early hours.

e. Ventilation. Exhaust over slashers in No. 2 slashing in dyehouse. Windows and doors, so plenty of fresh air if windows are opened.
Humidifyers throughout building and steam on top.

6. Occupations.
a. List all occupations.

men		women	
carding	40	carding	14
spinning	50	spinning	45
spool dressing	38	spool dressing	95
cloth room, inspecting measuring, ironing	46	cloth room, inspecting measuring, ironingb	58
samples	3	samples	7
weaving	262	weaving	117
electric	7	colored women	
waste	1	cleaners	17
dryers	1		
cotton house	1		

		colored men	
shop repair	47	waste	2
improvements	20	dryers	15
blow system	1	cotton house	10
chemical plant	5	shop repair	10
		dye house	95
		improvements	10
		blow system	10
		chemical plant	2
		sweepers	4

Total 674 men
" 336 women
1010 Grand total

b. List and describe operations involving hazards or strain. The strain of constant standing on floor for 10 hours each day. Some dust and a great nervous strain especially in operating a number of looms. Experienced weavers seem to operate from 6 to 12 looms and it means a constant flying from one loom to another. Several women who have operated 10 and 12 looms have found it necessary to go back to 8 and 6. Cleaning quills by woman power very heavy work and great strain on the muscles of the back and arms.

c. Sitting or standing. All workers stand but those who do the drawing in and tangling and women in cloth room. No chairs for weavers or spinners. Women operating sewing machines stand.

d. Seats. Ordinary chairs with backs for drawers in and tanglers, inspectors and tackers in cloth room and women in sample room. One bench in one carding room.

7. Safety:

a. Firescape. Stairways inclosed with brick walls. One in each building. Sprinkler system throughout. Instantaneous fire extinguishers in each room. No fire-escape.

b. Guarding machinery. Machinery guarded.

c. Uniforms. None except a few caps,

d. Doors. ---

8. Sanitation.

a. Drinking facilities. Same as b. Bring own cup. Common cup in evidence. No sign up to that effect.

b. Washroom. No. 1, 5, 8, 9, and 10 weaving have sink in toilet room. In some of rooms there is a sink in workroom, with cold water faucets over, but in some the sinks are in the hallway. This is a rule is in the rooms where the women have a sink in the toilet room. No soap. No towels.

c. Toilets. All toilets adjoin men's. In some places a partition has been placed as a screen and in others not. Entrance to some toilets is very narrow. All can be said to be not acceptable and are old fashioned with water running constantly. As they are built out the

cold weather causes freezing and complications. All are unheated. All have outside ventilation. Partitions extend from seat to ceiling between seats, but no other screening, except door to workroom.

Weaving Department.

No. 1. Weaving 2 seats with shelves over, most undesirable, even inhuman. Entrance very narrow.
2 seats 7 women 3-1/2 to a seat
No. 2. Weaving 2 seats unscreened 8 women to a seat
No. 3. " water dripping from above.
2 seats not adequately screened
2 seats 7 women 3-1/2 per seat
No. 4. Weaving. Notscreened. 1 seat
33 women using 33 per seat
No. 5 Weaving, not screened 1 seat
16 women 16 per seat.
No. 8 Weaving 1 seat, Same kind of shelf arrangement as in Weaving No. 1 5 women 1 seat
No. 9 Weaving 1 seat Not adequately screened
25 women per seat
No. 10 Weaving 1 seat, not adequately screened 8 women per seat
No. 1 Carding 2 seats, not screened, very narrow entrance passage. 3 women 2 seats 1-1/2 per seat
No. 2 Spinning 2 seats not screened. Narrow entrance passage.
2 seats 48 women 24 per seat
No. 3 Spinning 1 seat, not screened.
42 women 42 per seat
No. 2 Slashing 2 seats. Narrow entrance passageway.
18 women 2 seats 8 per seat
Clothroom. 2 compartments, screened
55 women 2-27-1/2 per seat
Bagple room. 1 seat 9 women using.
Colored women have separate. Adequate in number.
Quill cleaners and picking room in basement. Clean but wet.
1 seat 16 women. Cleaners have one outside.

9. Service and welfare facilities.

a. lunchroom and restroom. None.

b. Cloakroom and locker facilities. No. 3. Spoolers on third floor have cloakroom over stairway, unheated, unkept and most unpleasant.
Spoolers and spinners, No. 2, Spinning and slashing room have cloakroom partitioned off in workroom. All other rooms use the small toilet rooms. On second visit hooks were in evidence and effort had been made to see that clothing hang in good order. Coats and hats in evidence in many workrooms. Toilet rooms very small and not more than ~~3~~ or four can get in at a time to get clothing. Girls have to sit on floor to put on shoes and some of the floors were wet.

c. First aid equipment. Cabinet in department office but a doctor is called if needed. No special work such as has been done in Dan River under taken here. Girl on floor

of toilet room, not well, another girl came in, said;

"If Mr. Fitzgerald could only come along and see you he'd build a hospital tomorrow."

d. Records. No records.

10. Employment management.

a. Who hires? Employ from main office, but overseer takes a hand.

b. Who fires? Overseer and superintendent.

c. Who transfers? Overseer and superintendent. Seldom possible because of fact spinners do not want to do anything else, weavers do not either. Often necessary to transfer workers from one mill to the other. Absenteeism requires that company keep a number on call to come in as substitutes when needed. The fact that workers do not operate the same number of machines complicates this. One person out may operate 12 or 18 looms, substitute only one-half of that number requiring 2 people to substitute for one.

d. Records. Payroll only. All expected to out in full day when at work.

e. Labor turnover. Stated large, because at least 45 per cent keep changing.
Out of 1600 employees, 600 were not there 4 months ago. Have no accurate figures, but my master made this estimate.
Company plans establishing an employment department when branching out in other lines of work for more efficiency.
The company has established a shop committee plan. Senate, house and cabinet. 40 members in the house elected by the employees. Five of whom are women. The only qualifications for election are one year's employement and 21 years of age. Two of the 5 women elected can neither read nor write and one of them could not even tell time. The Senate is composed of the foreman, the cabinet of the officers and administrative end of the establishment.
The arrangement has only been in practice a short time, about the only difinite thing accomplished is a change in placement of responsibility because of breaking down of looms, or not working looms. The employees have formerly paid for this by not drawing any pay for lay-up. House suggested that all lay-ups over 1 hour be paid for by the company in proportion of earning capacity of worker during the other hours of the week. The Senate vetoed it, but the cabinet ruled it a just complaint so Senate reconsidered its action. The officials are hoping to put over a plan for physical examinations of workers through some of the house members. The speaker of the house is one of the best weavers, and almost doubled his pay the week preceeding investigation. The company plan beginning building a new modern factory in January. The factories in the Long Mill are to be moved to the new building and the Long Mill rebuilt and modernized. Factory six will then be done over.

(Page evidently omitted.

--- been with firm for years and years. Company are planning to establish employment department and will keep employment records. (See page 9-1/2) (No page numbered 9-1/2 at present.)

11. Recommendations.

1 - 2 - 3.

4. That floors be scrubbed and walls be whitewashed at least once every 6 months.
5. That adjustable chairs with backs be provided and rest periods be allowed morning and afternoons for the many workers who have to stand at work.
6. That adequate fire protection be provided.
7. That sanitary drinking facilities be provided.
8. That washing facilities include hot water, liquid soap and sanitary towels.
9. That lunchrooms and rest rooms be provided.
10. That adequate clockroom and locker facilities be provided.
11. That adequate first aid equipment be provided.
12. That a definite employment policy be adopted and employment records kept.

Buena Vista, V.

VISUAL SURVEY.

TO: Miss Anderson
FROM: Agnes Peterson
SUBJECT: Investigation, Buena Vista Silk Mills, Accomac Co.

DATE: 1-19-20.

1. Person interviewed: Mr. L. T. Dunis, Mgr.

2. Product: Silk, twisting, spinning and winding.

3. No. of employees: All white.
   Total 95
   Total men 36 women 38
   Children 21 boys 15 girls 6

4. Beginning 7.15 a.m. End. 5 p.m. Sat. 12m.
   Luncheon 1 hour
   Days 6 Total daily 8.45 Weekly 48.30 hrs.
   Children: 8 a.m. to 5 p.m. Total 8 hrs. 44.48 hrs weekly
   Overtime none.

5. Workroom conditions.
   Description. One story brick building. Old building below remodeled. Office and vestibule partitioned off at one end. Steaming and twisting done by men in a detached building, which is also a kind of store room. Addition has been built on at one side. Now utilized as sort of store room to be remodeled and used as lunch and rest room. Walls and ceiling whitewashed. New floor on one side. New floor to be laid on other side as rapidly as work can be done.
   b. Cleaning. Boys who help around do cleaning between times. Swept several times a day, not scrubbed, except that Mr. Dunis and two foreladies scrubbed and scrured office and vestibule. The rest of building will be kept up after all changes have been made. Mr. D. stated that when he came 2 months ago the place was full of cobwebs. He took a hose and washed walls and floors with hot water, could not get anyone to do it for him. Will engage colored women to do cleaning as soon as he has laid the new floors.
   c. Heating. Steam pipes and radiators. Steam pipes over spinning and winding machines, steam only let out once in a while as needed but supply heat.
   d. Ventilation. Windows 3 sides. Windows on two sides of 4 foot elevation in center of roof. This upward extention is about 4 feet wide. Electric lights have green shades. Good natural light and sufficient electric lights installed.
   e. Ventilation. Natural. Windows and doors.

- -

6. Sec[illegible] tions.

a. Dist[illegible] rations.

women

spinning

twisting [illegible] 40

[illegible]eredies 8

office 3

men [illegible]ists 2

[illegible] 1

clean[illegible] oil 1

[illegible] 1

Cotton spinning

twisting, [illegible]

b. Pecuri[illegible] [illegible] [illegible].

[illegible] t st[illegible] [illegible].

c. [illegible]. [illegible] [illegible].

d. Pens. [illegible] r t o [illegible] [illegible] [illegible].

7. Exist.

a. Fires. [illegible] [illegible] Step.

b. [illegible]. [illegible].

c. Uniforms. None

d. Doors. ---

8. Sanitation.

a. Drinking facilities. [illegible] [illegible] [illegible].

[illegible] or [illegible]. [illegible] [illegible].

. Every one supposed to bring own [illegible]s. [illegible] sign to that effect. Tin cup on shelf.

b. Washroom. Cold water faucet over [illegible] in [illegible].

[illegible] o [illegible]. [illegible] o towels.

c. Toilets. [illegible] o compartments directly [illegible] [illegible], [illegible] locked. Forelady [illegible]. Cement floor, [illegible]. Screen should be placed before toilet [illegible]ors. [illegible]. Only built the doors. [illegible]ects to build a large toilet room [illegible] of the wing [illegible] [illegible] for a rest room [illegible] [illegible] [illegible].

[illegible] 2 seats 44 women [illegible] to a seat

9. Service and [illegible] facilities.

a. Lunchroom and restroom. [illegible]. [illegible] [illegible]. [illegible]ects to remodel wing and use for cafeteria.

b. Cloakroom and locker facilities. Clothes hang on [illegible] of [illegible]room. Cloakroom will be built in [illegible] [illegible] is to be remodeled.

c. Medical service. First aid. [illegible] [illegible] [illegible] or [illegible] time, is to have [illegible].

[illegible] o r cords at present.

d.

10. Management [illegible].

a. [illegible] hires? [illegible].

b. " fires? "

c. " transfers? C

d. [illegible]abor turnover. [illegible] [illegible] [illegible] [illegible].

Hopes will not be large when he has

had time to organize employment policy and put some one person in charge. Expects to have a nurse as employment manager and supervisor of women.

11. Recommendations.

1.- 2 - 3.

4. That floors be scrubbed and walls whitewashed once every 6 months.
5. That chairs with backs be provided.
6. That sanitary drinking facilities be provided.
7. That washing facilities include hot water, liquid soap and individual towls.
8. That restroom and lunchroom be provided.

Bedford.

VIRGINIA SURVEY.

TO: Miss Anderson

FROM: A. Peterson.

SUBJECT: Investigation, Kent Woolen Mills Accessible.

DATE: 12/10/19

1. Persons interviewed: Mr. W. R. Cochran, Office Manager.

2. Product: Woolen cloth - high grade.

3. Number of employees:

Total	158	Men 91	Women 67
White "	155	" 88	" 67
Colored"	3	" 3	" -

Children under 16. Boys 12. Girls 5

4. Hours: Begin 7 a.m. End. 5.45 p.m. Sat. 4 p.m.
Days 6 Total daily 10 hrs. Weekly 58-1/2 hrs.
Lunch period, 45 minutes.
Children. Some come at 7 work till 3.45. Making 8 hrs. daily. ~~Daily~~ Weekly 48 hrs. Others come at 9 a.m. work until 5.45 p.m. 8 hrs. daily.
Overtime stated none,
Three of the women are home workers who do "burling" at home by the piece. Work is taken to them.

5. Workroom conditions. a. Description. Buildings are old, but one. Wings put on or entire buildings built a short distance from other building. Time too limited to cover all buildings. Investigation made only of rooms in which women work, except carding room. First floor. Finishing room adjoins office. Dry finishing, drying room, brushing machine, steaming machine, (cylinder knives cut lint off cloth as it rolls over rollers as in mangle or colander) measuring machines, all operated by men. Women sit on north wall. "Speaking" room fairly well arranged, floor in fairly good condition. Walls dark from lack of attention. Sky light, windows on 2 sides.
Second floor off to the south: Burling and inspecting room before dyeing. Floor worn, walls dark, but skylight and windows around make room fairly ~~well~~, pleasant. Stairway coated with accumulation of oil and dust. Steps worn down. Debris left in corners.
Carding room farther south. Men only. Floor oily and worn, windows on 2 sides. Picking room on west of carding room. Same kind of floors, and neglect of building. Farther west and extending north and south is a weaving room, Floor oily and worn. Ceiling and walls dark. Windows on 2 sides. Door opens out on stairway to ground at back. Looms large, one row spooling, aisle in center length of room. Next weaving room on second floor of new bringk building extends east and west. Store room on first. Looms here same size. Two rooms. Floors are better and less oily but lint on floor and place unkept. Spooling and

dressing room off on west side. Older part and floors worn and dark from oil and age. Walls and ceiling as in other rooms. Windows on 3 sides. Passageway to west again brings one to first floor of the old building and on out.

b. Cleaning. Colored men who truck and do roustabout work supposed to clean. Not much cleaning done except occasional sweeping. Never scrubbed, windows fairly clean, however.

c. Heating. Steam heated pipes. Some overhead, some around walls.

d. Lighting. First floor, skylight, windows on two sides. Sufficient natural light. Women "specking" sit with backs to windows. Dyed cloth is run over a board which slants toward worker and specks are pulled or cut off. Unshaded electric lights hang about room. Second, west. Burling and inspecting room. Skylight, windows on 3 sides. Much natural light. Cloth is in natural color, is pulled over two frames, and hangs down on side toward window. Workers get in between frames and inspect and burle the cloth with the assistance of the light shining through from windows. Sufficient natural light for this. Unshaded electric lights installed.
Carding room: Windows on two sides. Sufficient natural light, but unshaded electric lights installed.
Weaving room: Second floor in separate building. Windows all around. Paper shades have been hung by workers to cut out some of the natural light. Unshaded electric lights installed.
Weaving room, 1st floor old building: Windows on three sides, adequate natural light, but electric lights installed. Spoo Spooling room: windows on 3 sides, but room not as well lighted with natural light. Up near other building on two sides. Unshaded electric light installed but not used.

e. Ventilation. Natural. Windows and doors. Well ventilated. Did not go into dye house, or wet finishing department. Dryer has exhaust and air in first floor finishing room was good.

6. Occupations: a. List all occupations:

Occupation or dept.	men	women
weaving	4	28
weavers helpers (spooling)	10	14
carding & picking - white	31	
colored	2	
outside labor - white	19	
colored	1	
(truck, stock, general roustabout work)		
dry finishing (burling, inspecting, specking) 3 of these do work at home.		25
dry & wet finishing (dying, drying, brushing, plucking, measuring, etc white men	22	
office	2	
White	88	67
Colored	3	

b. Describe operations involving hazards or strain, unusual. Specking must be very trying to the eyes. Work is done after goods is dyed. Burling means standing mostly and stretching arms out to do work. Some stretching necessary for specking.
Weaving and spooling strain of constant standing.

c. Sitting or standing: Speckers sit at work. Burlers stand much of time. Inspector stand. Weavers and spoolers stand.

d. Seats. Bench without back used by speckers. Burlers had stools, without backs. Two ordinary chairs in evidence but not used by inspectors.

7. Safety:

a. Firescapes. No fire escape. Buildings so rambling half story up and connecting so as to be veritable fire trap in case of fire. Five instantaneous fire extinguishers noticed. No sprinkler. System installed.

b. Guarding machinery. Elevators small. Only 2 story ones and only 2 of them. Lift floor when up on second. Drops it when it goes down. Machines seemed guarded. Dangerous belts guarded.

c. Uniforms. None.

d. Doors. Open both out and in. No special entrance as main entrance. Believe only door to open out is the one in the main floor from weaving room.

8. Sanitation. a. Dringking facilities (kind and location) Faucet over sink in work rooms. Several had been turned into home made bubblers by turning them to the side and up. Granite cup in evidence and common cup used by some.

b. Washroom. None. Cold water in faucet over sinks can be be used. 2. Soap. None. 3. Towels. None.
Toilet.

c. /Weaving room, 2nd floor: One toilet built in work room along the east wall. Faces south. No screen in front of door but door hangs on west side of partition so serves as screen in opening.
1 seat 11 girls.
Weaving, new building. About same kind of arrangement. Except on west ~~xxd~~ wall. 7 girls 1 seat.
Floors of both need scrubbing. The one in second floor weaving room had much accumulation of paper, cans etc. on floor, but both needed sweeping. The toilet used by the rest of the women is built on west side of 1st floor weaving room. One room sort of built outside of room, with "shed" arrangement as screen to toilet room entrance. 3 seats,

face door, partition between but no screen in front, space too narrow to allow for screen. Four girls were in their visiting. Two sitting in laps of the two on seats. Very smelly and badly in need of disinfectant. Old style water running through arrangement. Dark and dirty. Should be condemed.

3 seats 49 girls 14-3/4 to a seat.

Burlers and inspectors have to walk a long distance through first floor to get to it.

9. Service and welfare facilities:

a. Lunchroom and restroom (Location and description):None. Some girls go a block to company boarding house. Some go home. Others eat in workroom.

b. Cloakroom and locker facilities. None, coats hang in passageways and in workrooms.

c. Health service.

1. First aid equipment. Small McNeil cabinet in office.

2. Person in charge. Mr. Cochran in charge. Has had 2 years medicine and is a graduate dentist.

3. Health records. None.

10. Employment management.

a. Who hires? Foremen hire with approval of supt.

b. " fires? "

c. " transfers? " with supt. when to advantage. No one is let go until chance is given in some other department. "Workers too hard to get."

d. Records? Payroll only.

e. Labor turnover. Little in way or records. Mr. Cochran estimated that during war 75% remained and 25% kept changing. Now changed to 85% and 15% or 90% and 10%.

11. Recommendations.

1 - 2 - 3.

4. That some of floors be repaired, that floors be scrubbed and walls whitewashed at least once every six months.

5. That lights be shaded and better local lighting supplied for use late after noon. Factory does not close till 5.45 p.m.

6. That adjustable chairs with backs be provided for workers who sit at work and rest periods for weavers, Spoolers and inspectors.

7. That adequate fire protection be supplied.

8. That sanitary drinking facilities be provided.

9. That washing facilities including hot water, liquid soap and sanitary towels be supplied.

10. That toilets be provided and located in proximity of each work floor.

11. Yhsy gf first floor toilet be condemmed and modern sanitary toilet be installed.

12. That lunch room and rest room be provided.

13. That cloakroom with full length metal lockers be provided.

14. That employment record be kept.

South Boston

VIRGINIA SURVEY.

From: Ethel L. Best

To: Miss Mary Anderson, Director

Subject: Hallifax Cotton Mills, Inc.

1. Persons interviewed: Mr. Spears, supt.
" Boile, Foreman
Miss Bunn, Bookkeeper

2. Product: Damask, unbleached.

3. No. of employees:

Total 103	Men 74	Women 24	Under 16	Girls 5
White 99	" 70	" 24		" 5
Colored 4	4			

4. Hours:
Begin 7.15 a.m. End. 6.00 Sat. 12 m. Lunch period 12 - 12.45
Men 6.45 " " " "
Night men in weaving room begin 6.00 p.m. end 6.00 a.m. meal 15 min.
Overtime none.
No. of days 6 Total daily 10 Total weekly 55
Night shift 5 " " 11-3/4 " " 58-3/4

5. Workroom conditions:

a. Three story brick building, 1st floor, carpentry, spooling, spinner, slasher, warping, 3rd floor, lapping, carding, speeder room and weaving. Third floor, storage. Two stairways to each floor. Two elevators, much machinery, no hand work for the women

b. Cleaning by sweepers during work hours and janitor after hours. Much cotton in little balls and sweepings on the floor, this was at nine a.m. Stairs fairly well swept scraping needed, however, machines looked very new and clean.

c. Heating from machinery and hot air. At 9 a.m. the thermometer registered 76°. Would probably be 90° by noon the foreman said. Steam from the slasher gave humidity in the spinning room.

d. Lighting from windows on three sides of workrooms made of clouded glass. Electric lights hanging directly over the machines. Unshaded.

e. Ventilation from hot air forced in through the blower. Windows shut.

6. Occupations:
a. 22 spinning white women
5 " " girls

2 carding	white	women
21 "	"	men
31 weaving (15 on night shift)	"	"
2 engineers	"	"
1 laborer	"	"
3 yard men	colored	"

b. One girl cares for 10 spinning machines. This involves continuous watchfulness as she is on piece work and if she allows her bobbins to run out it cuts down her pay. The noise in this room is considerable, although not so great as in the weaving room.

c. Alinthe girls stand. They have boxes with covers where they keep the cotton that they pick from the machines and if they have time they can sit on these. Some girls had their feet wrapped in rags. No shoes on.

7. Safety:

a. No fire escapes. Automatic sprinkler.

b. Machinery not well guarded. Safety man coming next week to advise as to proper guards. Elevator on first floor needs guard.

c. No uniforms.

d. Doors open out.

8. Sanitation:

a. Bublers, one onefirst floor, near elevator, two on second floor.

b. No washroom. Basin at end of each room with one cold water faucet. No soap. No towels.

c. One toilet on each floor directly under each other and on one side of workroom. Door opens directly facing seat. Can not enter without showing inside of toilet to whole workroom. Window about ten feet high, was shut. Air bad. Toilet paper covered the floor. Bowl of toilet brown with dirt. Whole place filthy. Janitor cleans.
2 seats.
12 - 15 to a seat.

9. Service and welfare facilities.

a. Lunchroom and restroom. None. Girls sometimes eat their lunches in carpenter room which has no heat.

b. Cloakroom and locker facilities. None. Girls hang their wraps on the wall in the carpenter shop which adjoins the spinning room.

c. Health service. 1. First aid cabinet, in office which is in an

adjoining building.

2. Person in charge. The manager or Miss Bunn.

3. Health records. None unless accident is serious.

10. Employment management:

a. Who hires? Superintendent.

b. Who fires? "

c. Who transfers? None done

d. Records? None except payroll.

e. Labor turnover. None except payroll.

11. Recommendations:

1 - 2 - 3.

4. Chairs with backs for all women workers.

5. Hot water, soap, towels.

6. Toilets should be properly screened, disinfected and better ventilation and cleaning.

7. Lunchroom with tables and chairs should be provided.

8. Cloakroom with individual lockers.

Roanoke, V.

VISIT [illegible]

TO: Miss Anderson
FROM: A. Petersen
SUBJECT: Investigation, Twine Mills Corp.
[illegible] Portrich. [illegible].
DATE: 1/16/20

1. Person interviewed. [illegible] Hope, Supt.

2. Product: Twine, colored and white.

3. No. of employees: All white
   Total 160 Men 82 Women 78
   Children under 16 Girls 14, boys 17 (Ages in [illegible] Dept.)
   Hours:
4. Day shift. Begin 7 a.m. End 5.45 Dept. 6.45
   Lunch period 45 minutes
   Daily 8 hrs. Total daily 10 hrs. Weekly 58 hrs.
   Children 7 - 10 - 12.45 to 5.45
   9 - 5.45 all hrs. 45 minute lunch.
   8 days - 48 week (hours)
   Saw boy leave at 5.45, said he began at 7 a.m.
   Night shift.
   10 men picking and carding from 5.45 to 6 a.m.
   Supper 30 minutes
   10.45 5 nights 55.40
   For short period necessary.
   Overtime none.

5. Workroom conditions.
   a. Description. Two story old rambling brick building with one story addition. Narrow stairs and passageway. Floors worn and sticky. Plaster ring falling away in arches between rooms. Mr. Hope said: "Not fit for a cotton mill and not built for one."
   Picking, carding in one story building. Spinning department begins in end of one story building which adjoins the main building and extends throughanother room. Twisting in long room in main building. Second story spinning room not used. Dyeing and sorting and inspecting is in second floor of main building.
   b. Cleaning. Stated man "cleans all the time, never scrubbed for 26 years". Floors covered with lint accumulation. Disorder everywhere. Containers standing around everywhere and anywhere. Windows coated with several years accumulation. Stairways dirty and sticky.
   c. Heating. Pipes around wall.
   d. Lighting. Windows around. So covered that the long room was gloomy and dark. A few unshaded electric bulbs hung for general light. Not sufficient.
   e. Ventilation. Natural only. Lint flying constantly.

6. Occupations.

a. List all occupations.

men		women
pickers	5	-
carders	25	-
spinning	18	21
spooling	4	28
twisting	21	-
inspectors	-	29
packing & shipping	4	-
outside	6	-
office	5	-
	82	78

b. Describe operations involving hazards or strain, unusual. Constant standing at work.

c. Sitting or standing. All stand.

d. Seats. Not a chair in the place. Girls sat in coat lockers and sort of triangular canvass holders standing in room.

7. Safety.

a. Firescape. None. No sprinkler. No chemical extinguisher. Fire hazard even on first floor, building so rambling.

b. Guarding machinery. Guarded as each machines go.

c. Uniforms. None. Many boys have caps.

d. Doors.

8. Sanitation.

a. Drinking facilities. Bubblers on first floor. One out of order.

b. Washroom. None. Pipe over sink. Cold water. No soap. No towels.

c. Toilets. Toilet for twisters built out. 1 seat. Window in room. Although new not kept in sanitary condition. Inspectors 29, and about all the spoolers - 28 - use this. Other two too far away.

57 women 1 seat.

Spinners, built out and new. In fair shape.

18 women 1 seat.

In carding room. 2 compartments, doors on hallway, smelly.

3 girls in that room.

Another has been built out from second story spinning room, but is not used.

9. Service and welfare facilities.

a. Lunchroom and restroom. None. About half stay for lunch.

b. Cloakroom and locker facilities. Clothes hang all around workroom. Covered with lint.

c. Health service. First aid. Superintendent in charge and bookkeeper. No records.

d.

10. Employment management.
    a. Who hires? Supt. and foremen.
    b. " fires? Foreman.
    c. " transfers? When needed or possible.
    d. Records. Payroll and accurate hours of work. No tardiness to speak of.
    e. Labor turnover. Not very great. Can get all he wants.

NOTES: The company rents houses cheap. Sometimes paying $30 and renting to employees for $20. Sell coal and wood at half price and people want to live there.
Pay learners and children $1.40 to $1.80 a day and $2.00
Spoolers average $2.25 to $300. Men get $3.25.
In 1906 when Mr. Hege first was introduced to cotton mill work men got 65¢ a day.

11. Recommendations.
    1 - 2- 3.
    4. That floors be scrubbed and walls whitewashed and windows washed at least once every six months.
       That toilets be scrubbed every week and all floors swept every day.
    5. That adequate lighting be provided and effort made to shade lights properly.
    6. That humidifyer and exhaust ventilator be provided.
    7. That adjustable chairs with backs be provided and use thereof allowed.
    8. That adquate fire protection be provided.
    9. That sanitary drinking facilities be installed in all workrooms.
    10. That washing facilities include hot water, liquid soap, sanitary towels and wash bowls.
    11. That sanitary, properly screened toilets be provided off of each workroom to the number of 1 for every 20 women employed.
    12. That lunchroom and rest room be provided.
    13. That clockroom with individual lockers be provided.
    14. That definite employment policy be provided and employment records kept.

— Virginia —

Bakeries & Other
Food Products.

19 Schedules

Virginia— Bakeries & Other Food Products

Richmond, Va.

VIRGINIA SURVEY.

From: Ethel L. Best.

To: Miss Mary Anderson, Diredtor Woman's Bureau.

Subject: Connecticutt Pie Co.

a. 611 North 17th. Street.

b. One block from car line near R.R. tracks.

c. Accessible.

Date - Nov. 14, 1919

1. Persons interviewed.

Mr. C. N. Welton, Supt.

2. Product.

Pies.

3. Number of employees.

Total	18	men	13	women	5
White	2	"	2	"	-
Colored	16	"	11	"	5
Under 16	-- None.				

4. Hours.

Beginning	8:00 A.M.	Ending	6:00 P.M.
Sat. "	8:00 A.M.	"	6:00 P.M.
"	8:00A.M.	"	12:00 noon during summer.

Lunch period - 12 - 1:00 P.M.

The bakers(2men) go on at 5:00 A.M. and finish at 4:00 P.M.

Number of days 6 Total daily 9 Total weekly54

Overtime: None.

5. Workroom conditions.

a. Description.

Old two story brick building. First floor, small office room, adjoining is mixing and baking room

Richmond, Va.

cement floor, windows high, two ovens in centre, mixing tub in corner, tin bath tub filled with dough next to it, iron sink and wooden table where washing and drying of pie tins is done. Room in back is used for preparing filling for pies, tubs of fruit, of sweet potatoes and lemon mixture, of orange skins, peelings etc. are scattered on benches, tables and floor. Floor is of cement with pools of water and fruit juice , kettle for cooking fruits at on side, sink with faucet for drawing water and washing utensils. Windows open on yard. The shoes worn by workers old, and water soaked. Third floor used for storage only, floor and windows thick with dust, here their coats are hanging.

b. Cleaning.

Workers clean up when they finish work a little early, floors washed once a week by workers. Workers have evidently not finished early lately.

c. Heating.

Heating from ovens in front room, boiler in back room. Superintendent stated too hot sometimes in summer to work, and stopped work for 5 or 6 days last summer.

d. Lighting.

Lighting from high windows on two sides and from overhead electric bulbs.

e. Ventilation.

Ventilation from windows and open door into driveway, dust from this door blows directly on pies cooling in racks.

6. Occupations.

a. List all occupations.

2 dough mixers (white men)

4 bakers (colored men)

7 general help " "

1girl lays tops on pies (coloredwoman)

2 girlswash and dry pie plates(colored)

2 girls prepare fillings "

b.---b. Describe operations involving hazards or strain.

Wet floors in room where fruit is prepared, puddles here and there.

Richmond, Va.

c. Sitting or standing.

All the workers stand except the girl drying plates.

d. Seats.

No chairs, girl drying sat on barrel with board across top.

7. Safety.

a. Firescapes.

No. Firescapes are unnecessary, doors open in.

b. Guarding machinery.

Machinery guarded.

c. Uniform.

None.

8. Sanitation.

a. Drinking facilities.

None

b. Washroom.

None. If girls want to wash they can take a basin of water out in yard. No basin in evidence.

c. Toilet.

One toilet on second floor was pad locked, key hanging near. Superintendent tried to unlock door, and broke key in lock so had to pull out staple, toilet was next to men's (door of this was open) with partition about 5 feet high between toilets with opening above, skylight over two toilets; toilet looked unused but had an offensive odor.

1 toilet padlocked.

5 girls to a seat if padlocked toilet is used. It looks as through girls used men's toilets.

9. Service and Welfare facilities.

a. Lunchroom and restroom.

None.

b. Cloak room and locker facilities.

None. Girls hang wraps on walls of workrooms.

Richmond, Va.

c. Health service.

None.

10. Employment management.

a. Who hires.

Superintendent.

b. Who fires.

Superintendent.

c. Who transfers.

No one.

d. Records.

None.

e. Labor turnover.

None.

11. Recommendation.

1 - 3.

4. Interior of building should be scraped and painted.

5. A man or woman should be engaged to clean every day.

6. Pies should be cooled in separate room or closet.

7. Floors in filling room should be kept free from water.

8. Seats with backs should be accessible.

9. Door should open out.

10 Uniforms should be provided and laundered by firm.

11. Washroom, one for men and one for women should be installed on second floor.

12. Toilets should be cleaned disinfected and screened.

13. Bubbler should be provided in bake-room.

14. First aid cabinet.

15. Cloak-room on second floor in or next to washroom.

Richmond, Va.

VIRGINIA SURVEY

FROM: Mary J. Schaill.

TO: MissMary Anderson, Director, Women'sBureau.

SUBJECT: Investigation, Southern Biscuit Co., Inc.

a. Address: 510 E. Bryd St.
b. Accessible: Near center business section.

DATE: November 14th, 1919.

1. Persons interviewed: Mr. A. W. Baker, Manager.

2. Product: Cakes and crackers.

3. Number of employees:

Total	50	Men	15
White		women	32
Colored		woman	1
Children			2

4. Hours:

Beginning 7:30 ending 5:30
Saturday 2:00

30 minutes for lunch.

5. Work room conditions.

a. First floor shipping and packing room; long room, windows on one side, clean and orderly.

b. - - - -

c. - - - - -

d. Seats: Second floor where icing is done by men. Cakes are carried from bakery on converpr, to this room and removed by girls who stand on either side; they work in one place for an hour at a time, then move lower down in the line.

Windows on one side and end of room. Floor rather sticky around machines, aisles very clean; machines well spaced.

e. Ventilation: Natural. Sufficient number of windows.

6. a. List of all occupations:

packers	women	2	
handling cake	"	32	(white)
icing cakes	"	2	(colored)
bakery			
shipping			

b. Hazards: Standing and great speed at which they work, nervous strain, such as is noticeable in all piece work. Work can only be done standing.

c. Sitting or standing: All stand except packers or wrappers.

d. Seats: Chairs at end of conveyor table, where they can sit when work is slack. None sitting when inspection was made.

7. Safety:

a. Fire escapes:

b. Guarding machinery:

c. Uniforms: None.

d. Doors:

8. Health and Sanitation:

a. Drinking facilities: Ice water furnished; tank on 2d floor.

b. Wash room: Four porcelain wash basins. Two faucets hot and cold, paper towels. This on second floor where all except two women work.

c. Toilets: Toilet opens from work room on second floor, outside ventilation, four seats, new and clean.

9. Service and Welfare facilities:

a. Lunch room and rest room: There is a small table and about a dozen straight chairs in the cloak room, where they eat; also a place to make coffee in the work room. Scrubbed very clean, colored woman matron. F.

b. Cloak room: Three rows of steel lockers in the lunch room, this room is partitioned about three-fourths up from the main work room, outside window.

c. Health service:

1. First aid equipment: None.
2. Person in charge: None.
3. Health records: None.

Fore lade who went into lunch room with me stated she didn't think they needed such things, when they were sick they went home and as it is run entirely on a piece work basis, the necessity didn't seem to impress them very much.

10. Employment management:

a. Who hires? Foreman
b. Who fires? "
c. Who transfers? None.
d. Records: None
e. Labor turnover: No idea.

Manager stated he could not get help, never had as many girls as he needed. Entirely piece work; no women employed by the day.

Recommendations

Pp. 2 - 3 -

Drinking fountains

Seats.

Norfolk, Va.

VIRGINIA SURVEY.

FROM: Helen Bryan
TO: Mary Anderson, Director, Women's Bureau.
SUBJECT: Connecticut Pie Co. (Norfolk)

Address a. 22 Madison Street,
Location b. Incenter business section.
Accessible c. Yes

DATE: Dec. 5, 1919.

1. Persons interviewed:

G. T. Jenkins, Asst. to manager.

2. Product:
Pies.

3. Number of employees.
Total number 40 Women, white 2 (office) colored 11
Men " 16 " 11

4. Hours:
Irregular, not over ten a day. Usually from 7 to 5, depending upon amount of work. 1 hour for lunch. No overtime.

5. Workroom conditions.
a. Description. Two story, modern brick building, concrete floors, brick walls. Work rooms on both 1st and second floors. Wodden stairs, wooden railing, plenty of floor space.

b. Cleaning. Cleaning done regularly by 2 men, place clean except around steam heater where water stands on floor, and stairway.

c. Heating. First floor gets some heat from baking ovens on one side. Plenty warm in this half of room on this side. Not evenly distributed. No means of heating second floor. Mr. Jenkins says they may install stoves on 2nd floor, but no holes are cut for pipes and the buildings has been in use ten years.

d. Lighting. Windows on two sides of 1st floor work room. Large 140 candle power electric drop lights - shaded. Windows on four sides of 2nd floor work room. Whole building adequately lighted.

e. Ventilation by windows, ade uate.

6. Occupations.
a. List all occupations.
1st floor workroom:
7 colored women making pies by hand and by machine.

When they have special orders they make them by hand, some roll the tops, some roll the bottoms, some put in filling and one trims around tins. When they make by machine the Colburne machine is used. Six work at 6 regular places on machine, putting on tops, bottoms, and filling in. One brings the dough. 4 colored women work in second floor work room washing slippers - tins in which they bake - and tins, those in which they send the pies out.

b. Describe operations involving hazards or strain, unusual. Strain from constant standing and having hands constantly in water by tin washers.

c. Seats: None provided.

7. Safety.

a. Fire escapes. One wooden freight elevator, dangerous to use in case of fire. One narrow wood stair case (open) with wooden railings, slippery from pie dough, dirt and lack of scrubbing.

b. Guarding machinery. No machinery needs guarding.

c. Uniforms. White caps and aprons for girls making pies.

8. Sanitation.

a. Drinking facilities. No regular drinking facilities. Water piped down to steam boiler. Hydrant in this pipe near boiler where water can be obtained. Employees get drinking water here using bottles, tin cans, etc.

b. Washroom facilities. None provided. A keg full of water stands by the steam boiler into which the water from the hydrant drips. Employees may wash their hands here. No towels nor soap provided.

c. Toilet. Three toilet seats are built in the corner of the second floor work room. They are partitioned off from each other by wood partitions but the doors open right into the workroom without any partition in front. One of the doors was locked. One seat was made of board, over the plumbing fixture. The rim of the other seat was missing.

11 employees to 2 or 3 seats.

9. Service and welfare facilities.

a. Lunchrooms and restroom. Those who bring lunches eat at work places. No rest room.

b. Cloakroom and locker facilities. No cloakroom. Four or five old wooden lockers of various sizes against wall of 2nd floor workroom.

c. Health service. No regular first aid equipment. Iodine and turpentine in office.

10. Employment management.
Who hires? Who fires? Mr. John McCarthy, the manager, hires and is responsible for firing although Mr. Jenkins says he does firing.
Who transfers? No transfers made.
Labor turnover? No labor turnover record except payroll sheet.

11. Recommendations.
1 - 2 - 3.
4. Floors should be kept clean and floor near steam boiler dry. Regular modern method of heating should be installed so that entire building can be heated at even temperature.
5. Seats with backs should be provided each worker. Piece makers should be allowed regular rest periods in which to sit down. Those who sit this and sliders should be allowed to sit down while working.
6. Some means should be devised for washing ties and slippers which would not necessitate employees keeping their hands in water constantly.
7. Stairways should be kept clean so as to be safe in case of fire.
8. Modern sanitary drinking facilities should be installed, providing pure, clean water, individual cups.
9. A washroom should be provided with a sufficient number of sanitary basins, hot and cold running water, individual towels and liquid soap.
10. A toilet room should be built allowing for privacy from workrooms, etc. Sufficient number of seats should be provided, modern equipment and plumbing.
11. A small rest room should be provided and could be used for a lunchroom. It should contain a sanitary cot for use in case of emergency.
12. A clockroom should be provided with individual, full size, steel lockers for each employee. There are so few employees here that the lockers might be kept at one end of the rest room.
13. First aid equipment should be installed with a properly qualified person in charge.
14. A regular employment policy should be established. The same person should hire and fire. Records of firing

Bakeries + other food products

Lynchburg, Va.

VIRGINIA SURVEY

From Ethel L. Best
To Miss Mary Anderson, Director
Subject: Investigation Sta Kleen Bakery Inc.
a. Address:
b. Location:
c. Accessible:

Date:

1. Persons interviewed: Mr. W. H. Adams, Manager.

2. Product: Bread and Pies.

3. Number of employees: Total 15 Men 13 Women 2
White 6 6
Colored 9 7 2
Under 16 None
7 of these - 2 colored men and 5 white men are the night force.

4. Hours: Beginning 7 a.m. Ending 5 to 5 p.m.(uncertain) Saturday same
Night " 7 p.m. " 1 to 2 a.m. " " "
Lunch period 12:00-1:00 Supper period None
Number of days 6 Total daily 7 to 9 Total weekly 42 to 54
" "nights 6 " " 6 to 7 " " 36 to 42
Overtime None

5. Workroom conditions:
a. Description: Large room back of small office - store next to office - 2 small rooms for mixing partitioned off from large room - ovens in large room - washing of pans also done at sink in this room - racks with trays of bread, cake and pies standing around - room large, few workers, plenty of space - upstairs storage of supplies and women's toilet.
b. Cleaning: No regular cleaner - women also wash and grease tins, also sweep and scrub once a week - stairs dirty with light dust also with dough and dirt ground in-floor in workroom fairly clean - also in mixing rooms - flour around on floor, "unavoidable".
c. Heating: From ovens - cold upstairs.
d. Lighting: Windows at further end and in small mixing rooms - electric lights necessary in daytime - overhead electric bulbs unshaded.
e. Ventilation: From windows - air comfortable on day of visit - most of the baking is done at night.

6. Occupations:
a. List all occupations:

2 washers, greasers and cleaners	colored women
2 cooks	white men
4 helpers	colored men
5 laborers	colored men

b. Describe operations involving hazards or strain, unusual: None
c. Sitting or standing: Women stand
d. Seats: No seats.

7. Safety
   a. Firescapes: No firescapes.
   b. Guarding machinery: No machinery - knead by hand.
   c. Uniform: No uniforms - men wear white jackets and coats which they supply themselves - women wear colored aprons supplied by company and laundered by company.
   d. Doors: Door to street opens out - door to store opens in.

8. Sanitation
   a. Drinking facilities (Kind and location): Faucet in workroom sink - did not know what they drank from - thought a can or glass.
   b. Washroom
      1. Location and description: Wash basin in toilet - hot and cold water
      2. Soap: No soap
      3. Towel: No towels.
   c. Toilet:
      1. Location and description, number of toilets: Toilet on 2nd floor off store-room - door kept locked as aprons and covers for the bread are kept there - key hangs in office - outside window - clean - cleaned by the women themselves.
      2. Number of girls per toilet (seat): 1 seat - 2 women to a seat.

9. Service and welfare facilities
   a. Lunchroom and restroom (Location and description): None
   b. Cloakroom and locker facilities: Girls hand wraps in toilet or workroom, sometimes one, sometimes the other.
   c. Health service
      1. First aid equipment: Disinfectant, turpentine and bandages kept in office.
      2. Person in charge: Mr. Adams.
      3. Health records: None

10. Employment management
    a. Who hires? Mr. Adams
    b. Who fires? " "
    c. Who transfers? Mr. Adams
    d. Records? Only payroll.
    e. Labor turnover: Only payroll.

11. Recommendations:
    1-3
    4. Bubbler in bake room.
    5. Chairs for women to sit when they are able.
    6. Stairs scraped.
    7. Uniforms for men and women provided and laundered by company.
    8. Soap and towels.
    9. Linen should not be kept in toilet. Toilet should be unlocked - toilet paper.
    10. A small rest room should be provided where women may keep their wraps, eat their lunch and rest when tired.

Richmond, Va.

VIRGINIA SURVEY.

From: Ethel L. Best

To: Miss Mary Anderson, Director.

Subject: Virginia Baking Co.

a. Address: 9th & Perry Sts.
b. On car line, 15 minutes from center of city.
c. Accessible.

1. Persons interviewed. Mr. King, Asst. Mgr.

2. Product. Biscuits and cracker flour.

3. No. of employees.

Total 105	Men 53	Women 52
White 70	" 18	" 52
Colored 35b	" 35	—

Under 16 - none.

4. Hours. Begin 7.30 a.m. End 5.30 p.m. Sat. 12.00 m.
Lunch period 12 to 12.30
No. of days 6 Total daily 9-1/2 Total weekly 52-1/2
Overtime - none.

5. Workroom conditions.

a. Building of brick about a year old, consists of 2 stories and basement, storeroom, engineers room and girls' cloak room is in basement - window on street level - Offices and shipping and storage on first floor. Workroom on second floor. One enormous room 165 x 165 feet. High ceilings in center perhaps 30 feet high, under this elevation (sky light over it) is built a platform where the dough is mixed and kneeded by machine. All machinery used in building except for heating purposes is run by electricity. The entire workroom has no partition and the various operations are carried on in different parts of the room - there is no crowding.

b. Cleaning. Is done by colored (men) sweepers who sweep during working hours. Floors are washed "when necessary". Icing department floor was being washed on day of visit. No old dirt of debris visible, few broken crackers on floor, 2 men sweeping continually. Tables clean.

c. Heating. By steam coils around walls of room.

d. Ventilation. Windows on 4 sides and a couple of skylights. On west side of building girls, packing, face light. Glare was bad - girls squinted, in summerthis would be unbearable.

electric overhead lights, shade above lights. No special lights over tables.

Ventilation

e. /From windows, panes of glass swing open, air fresh but around baking and bulk packing end of room flour dust was thick.

6. Occupations.

16 icers, also pack	White girls
8 machine labellers	" "
10 hand "	" "
18 bulk packers	" "
6 packers	" men
2 icing department	" "
1 baker	" "
1 mixer	" "
6 assistants in baking dept.	" "
1 foreman	" "
1 general help	" "
1 engineer	" "
1 shipper	" "
1 icing department	colored man
14 baking dept.	" "
10 packers	" "
4 bulk packing	" "
5 shipping	" "

b. Hazards. None for women

c. Sitting or standing. ~~xxxxxxxxxxxxxxxx~~. Girls icing & bulk packers stood. Girls packing small boxes & labeling sat.

d. Seats. Stools without backs.

7. Safety.

a. Firescapes. Two story building. Not necessary to have fire escapes. Stairs broad, 2 hand rails. Automatic sprinklers.

b. Guarding machinery. Machinery sufficiently guarded.

c. Uniforms. None furnished. Girls supply their own aprons. A few bring caps.

d. Doors open out.

8. Sanitation.

a. Bubbler in workroom stoud in center of room.

b. Washroom in corner of 2nd floor workroom. Clean & well kept. colored man sweeps it during work hours (one girl said he was in there 2 hours the other morning) Windows. 4 basins, 8 faucets, hot & cold water. No soap. Individual towels attached to a rod.

c. Toilets on second floor in washroom. No door in front of seats Colored man cleans toilets as well as washroom. Ventilation into washroom where there are plenty - 3 - windows. Paper supplied. 6 seats - 8 girls to a seat.

9. Service and welfare facilities.

a. Lunchroom & rest room. No lunch room, girls eat their lunch in cloakroom. No rest room.

b. Cloakroom and locker facilities. Cloakroom in basement, windows on street level, smoked glass, large room, individual lockers around walls and one set in venter of room. Wash basins at one end, lockers of wood, with a few holes about the size of a quarter boredin for ventilation. Girls loose keys, only about 5 have theirs. Benches used along below lockers where girls sit to eat their lunch.

c. Health service.

1. Have simple remedies which they bought from the Taylor drug people also a stretcher, could not find either remedies or stretcher. Hunted in office, storeroom and cloak room.

2. No special person, all help if an accident happens.

3. None unless the accident is serious.

10. Employment management.

a. Who hires? Mr. King, Asst. mgr.

b. Who fires? Mr. King, through complaint of foreman.

c. Transfers? Foreman.

d. Records. None.

e. Labor turnover; -----

11. Recommendations.

1 - 2 - 3.

4. Windows on west side of building should be shaded.

5. All girls should be supplied with seats adapted to their work.

6. Uniforms should be furnished and laundered by firm.

7. Washrooms & toilets should be cleaned either before or after working hours.

8. Soap should be supplied.

10. A room should be provided in which the girls could rest and eat their lunch.

9. Doors should be furnished in front of seats in toilet.

11. First aid equipment and stretcher should be available and in charge of and administered by a person with some training.

Lynchburg, Va.

VIRGINIA, N.Y.

FROM: Ethel L. Best
TO: Miss Anderson
SUBJECT: Investigation, Atlas Candy Company.

1. Persons interviewed: Mr. A. Bienelbaum, mgr.
Mr. A. H. Hubbard, supt.

2. Product: Penny candies.

3. No. of employees:

Total 47	Men 32	Women 15	Under 16 none.	
White 2	" 2	" ~~2~~		
Colored 45	30	" 15		

4. Hours:
Begin 7.30 women End. 5.30 Sat. 3.30 Lunch period 12 - 12.30
Supper period 5.30 to 6.00 (when overtime is worked)
No. of days 6 Total daily 9-1/2 Total weekly 54
" " men 10 " " men 57
Overtime 3 weeks on October 3 hours a day for men only.

5. Workroom conditions.
a. Description. The plant had not been running for a week and was not running on day of visit owing to a shortage of sugar, expected to start up on the following day for the men and the day after for the women. The building is an old three story one built on a side hill. Office and workers entrance is from the 1st floor on the street. There is also an entrance used sometimes for shipping on the 2nd floor which is on a level with the higher street running at right angles. One stairway, stairs have dirt and candy ground in and they need scrubbing but are dust clean. 1st floor, shipping and receiving, enrobing room and a small packing room adjoining, 2nd floor, hard candy making and packing. 3rd floor, starch room and packing of the goods in pails, a small room adjoining contains crystallizing machine. Plant is as it was left a week ago when the whistle blew, some floors are swept, some with sawdust sprinkled on ready to be swept and some half swept. Its general character is that of an old plant not very well kept up.

b. Cleaning is done by the workers. They sweep during work hours and on Saturday stop a little earlier and the men scrub, once a week if not too busy, once every two weeks in busy season. Difficult to tell when the factory is running how clean it is kept. The supt. apologised for its present condition saying they were in the midst of cleaning up, but there was no sign of active work. The floors in the enrobing room and the room adjoining, and in the crystallizing room were especially dirty.

c. Heating from the fires for cooking and from the machinery, none going on day of visit.

d. Lighting. Electric overhead lights, unshaded and scattering.

e. Ventilation from windows and over the packing tables on the 2nd floor from pipes that blow down on the tables.

6. Occupations.

a. List all occupations.

15 packers and machine operators (shifted around)	colored women
25 general help	colored men
4 foremen	" "
1 engineer	" "
2 shipping clerks	white "

b. Describe operations involving hazards or strain, unusual. No operation going on.

c. Sitting or standing. Girls on enrobing machine and doing packing on the 1st floor stand. Girls working on 2nd and 3rd floors sit. Only a few stools seen.

d. Seats. Stools without backs.

7. Safety.

a. Firescapes. None. Buckets and a few extinguishers.
b. Was not working.
c. Uniforms. None supplied. "Girls wear wash dresses."
d. Doors open out.

8. Sanitation.

a. Drinking facilities. (Kind and location.) From faucet in cloakroom. Tin cup in basin.
b. Washroom. On 1st floor in cloakroom iron sink with two cold water faucets. On 2nd floor two faucets over bath tub which is used for mixing. Same on 3rd floor as on 2nd over bath tub which is used for mixing. Same on 3rd floor as on 2nd. One faucet is hot water. No soap. No towels.
c. Toilets. Toilet on 1st floor off enrobing room. Outside window. Toilet paper. Girls keep it clean. Dingy but fairly clean. Long distance from girls working on the 2nd and 3rd floors. 4 seats 15 girls to a seat.

9. Service and welfare facilities.

a. Lunchroom and restroom. None.
b. Cloakroom and locker facilities. Cloakroom off enrobing room on 1st floor. Outside window. Wooden lockers. Two stools. Washing sink untidy, paper and dust on floor. This is cleaned by the workers.
c. Health service. None

10. Employment management.
    a. Who hires? Supt.
    b. Who fires? "
    c. Who transfers? "
    d. Records. None.
    e. Labor turnover. No way of telling.

11. Recommendations.
    1 - 2 - 3.
    4. Floors need thorough scraping and walls white washing.
    5. A regular sweeper and cleaner should be employed.
    6. Difficult to tell about heating, lighting and ventilation when the factory is not in operation should think cold air pipes over worktables would be bad for the workers.
    7. Chairs with backs.
    8. Bubblers on each floor.
    9. Hot water, soap, and towels.
    10. Aprons and caps supplied and laundered by firm.
    11. Chairs and tables and better equipment in cloakroom to be used as a lunch room.
    12. First aid equipment with some one in charge who has had some training.

WAGES: Time workers begin at $1 a day.

Lynchburg, Va.

VIRGINIA SURVEY.

From: Ethel L. Best

To: Miss Mary Anderson, Director.

Subject: Harris, Woodson Candy Co.

1. Persons interviewed: Mr. Woodson, Pres.
Mr. R. E. Torrence, Supt.

2. Product: Chocolate creams, hard candy, marshmallows, jellies, caramels, cream candy and penny candy.

3. No. of employees:

Total 120	Men 51	Women 69	Under 16 none	
White 110	" 41	" 69		
Colored 10	" 10	"		

14 of the women work only in the evening from 6 to 10 p.m.

4. Hours:

Begin 8.00 a.m. (women) End 5.30 p.m. Sat. 1.00 - 2.00
" 7.30 a.m. (men) " 5.30 p.m.
Lunch period 12.00 to 12.30
No. of days 6 Total daily 9 Total weekly 50-51 Overtime none
" " (men) 9-1/2 " " (men) 52-1/2 - 53-1/2

5. Workroom conditions:

a. Four-story building. First floor shipping room, 2nd floor, one large room used for packing and storage of goods ready to ship, a smaller room where the machine coating is done, an adjoining room, considerably cooler where the chocolates are taken off the belts and placed on trays around the room to harden. These trays are stacked high even in front of the windows. Packing in pails is also done in this room. Hard candies are made and two girls pack, the kiss machine and the cutter are also in here. A small room adjoining contains the fudge making department where two girls pack - this includes caramels. 4th floor, in the large room the cream is made and at one end is the srystalizing machine. A smaller room adjoining is where the marshmallows are made. The rooms are all very much crowded with material in process of making and already made, with piles of molding trays, with boxes for packing, not space enough in the rooms for the processes going on in them. Stairs about 4 feet wide lead to each floor, these are caked with candy ground in with dirt and floors much better cared for than stairs.

b. Cleaning by colored porter at night. Rooms disorderly on account of crowding but the floor was uncaked and was not dirty although pieces of paper and boxes lay around on the floor. There was practically no broken candy lying around or trodden in, tables were clean where packing was done. Floors are scraped every Saturday.

c. Heating. Steam radiators, except in chocolate packing room which must be kept cool. Girls in here wore sweaters.

d. Lighting. Windows in the large rooms at each end gave not very good light. Windows on three sides of fudge room and marshmallow room gave excellent light, chocolate packing room has windows on but one side, rather dark. Taking off room has stacks of trays against the windows and is therefore dark when artificial light is not used. Electric overhead bulbs, unshaded and scattered, lower over machine.

e. Ventilation from windows. Air fresh on day of visit.

6. Occupations:

a. List all occupations.

4	shippers	white men
4	"	colored "
5	cooks	white "
22	"	colored "
21	helpers	white "
1	"	colored "
7	laborers	white "
7	"	colored "
14	machine girls	White girls
3	take off	" "
52	packers	" "
11	floor girls	" "
1	inspector	" "

b. Describe operations involving hazards or strain, unusual: No special hazard unless from the low temperature of the chocolate packing room.

c. Sitting or standing. Packers, takers off, floor girls and inspector stand. Machinegirls, excepting girl on kiss machine, sit.

e. Seats. Stools, home-made and without backs.

7. Safety:

a. Firescape. One firescape. Automatic sprinkler.

b. Guarding machinery. Little machinery, sufficiently guarded.

c. Uniform. No uniforms. The firm is having made 100 aprons for the girls which will be laundered at expense of firm.

d. Doors. Outside doors open out but the doors at head of stairway opens in. This door is fire proof.

8. Sanitation:

a. Drinking facilities: (Kind and location) Bubblers on 2nd and 3rd floors. On 1st and 4th the workers drink from the faucets in workroom.

b. Washroom. Location and description. Washing trough in room where small boxes are stored and from which toilet and claokroom open. Two enamel troughs with two faucets each, hot water. No soap. No towels.

c. Toilet. Toilet room opens out of small box storage room and adjoins 2nd floor workroom. Outside window open. Odor bad as from poor plumbing. 4 seats screened. Untidy and dirty. Porter supposed to clean daily. One of the girls said that a woman should do it, not a man. Toilet paper.
4 seats 15 girls to a seat.

9. Service and welfare facilities:

a. Lunchroom and restroom. None. Firm is planning a new building and will have a lunch room and something not served. Hot coffee is cooked in a big kettle in workroom and served free at lunch time. Girls bring their own glasses or use tin mugs kept in a cupboard.

b. Cloakroom and locker facilities. Cloakroom off store room. Good sized room, windows on two sides. Individual steel lockers but most of the girls prefer to hang their wraps on hooks along wall. Lockers too small for big hats and too short for long coats. Two benches.

10. c. Health Service. 1. First aid. Cabinet by the superintendents desk on the 2nd floor, stretcher and mattress kept in cupboard in cloakroom.
2. Person in Charge. Supt.
3. Records: None unless accident is serious.

10. Employment management.

a. Who hires? Superintendent.

b. " fires? "

c. " transfers? "

d. Records. None except payroll.

e. Labor turnover. Impression that turnover is lower the last six months.

11. Recommendations.

1 - 2 - 3.
4. More space is needed for the amount of work carried on.
5. Chairs with backs, properly adjusted.
6. Soap and towels.
7. Toilets disinfected and plumbing overhauled.
8. A woman to clean toilets.

9. Lunchroom and restroom with proper person in charge should be provided.

10. First-aid equipment in restroom with proper person in charge.

Richmond, Va. 1

VIRGINIA SURVEY.

From: Ethel L. Best.

To: Miss Mary Anderson, Director, Womens' Bureau.

Subject. Investigation.- Westmoreland Candy Co.

a. 612 North 17th Street.

b. One block from car line near railroad tracks.

c. Accessible.

Date.- November 14, 1919.

1. Persons interviewed.

Mr. Robert Kersey, Assistant Superintendent.

2. Product.

Penny candies.
Machine coated chocolate creams.

Hard Candy.

Marshmallows.

Sugar creams.

3. Number of employees.

Total	80	men 41	women 39
White	6	" 3	" 3
Col.	74	" 38	" 36

Under 16.-"None". Asked one girl who looked very young, also one boy, both said they were 16.

4. Hours.

Beginning 7:30 A.M. Ending 5:30 P.M. Sats. 1:00

Lunch period 12:30 - 1:00

Number of days 6 Total daily 9½ hrs. Total weekly 52½ hrs.

Overtime.- None last year and none this because they can't get the sugar.

5. Work room conditions.

a. Description.

Three story and basement old brick building. Office, shipping and cloak room on first floor. Basement,- artificial light -windows small and high,- contains engine and a boiler for melting chocolate,- two enrobing machines and packing room where chocolates are packed,- packing room smells like a cellar. Second and third floors contain candy making i.e. cooking,- candy pulling machines,-candy cutters, hand packers, molders and marshmallow feeders- appearance of rooms disorderly, very full, pieces of candy on floors,- no [illegible] nap hazard organization of work, girls and boys work a little in one place then in another.

b. Cleaning.

Cleaning by men in shipping department when they are not busy,- this is very busy season,- stairs are caked with candy,- floors need scrubbing, also tables where candy is worked.

c. Heating.

Heating by steam, pipes overhead.

d. Lighting.

Lighting, windows on three sides,- electric overhead lights unshaded,- basement has no daylight sufficient to work by.

e. Ventilation.

Ventilation by windows,- close in basement.

6. Occupations.

a. List all occupations.

8 girls on enrobing machines, (colored

2 inspectors (colored girls)

2 taking off trays " "

22 packing " "

2 operating cutting machines (colored girls)

3 forewomen (white)

3 shippers (colored men.)

1 hard candy maker (white man.)

3 hard candy makers (colored men.)

4 assistants " "

1 candy maker " "

1 candy maker (white man.)

18 assistants (colored men.)

4 molders " "

3 foremen (white men)

b. Describe operations involving hazards or strain.

No special hazards except from burns when handling hot candy.

c. Sitting or standing.

Girls at enrobing machine sit,- packers stand.

d. Seats.

Chairs with backs and stools without backs for girls at enrobing machine,- none for packers.

7. Safety.

a. Fire-escapes.

Door opens out ,- stairs narrow,- fire-secape, one in back of building.

b. Guarding machinery.

Belts need guarding on pulling machines.

c. Uniforms.

None.

8. Sanitation.

a. Drinking facilities.

From faucets in work rooms in winter. Barrels of ice water supplied in summer.

b. Washroom.

Washing facilities,- iron sinks in work rooms, near toilet in basement and on second floor,- cold water two faucets in each sink.

No soap.

No towels.

c. Toilets.

One in basement just outside of enrobing room,- window on shaft,- partition does not extend to ceiling,- strong odor,- not well kept- paper and rags lying around. One on second floor off work room, near stairway,- window in toilet,- not partitioned to ceiling,- same conditions as toilet in basement.

2 toilets.

20 girls to a seat.

9. Service and welfare facilities.

a. Lunch room and rest room.

None .

b. Cloak room and locker facilities.

Cloak room on first floor off shipping room,- kept unlocked,- blinds off,window closed,- electric light unlighted,when turned on showed hooks around walls on which hung coats and hats,- benches in centre of room.- newspapers and dust on floor and benches,- no lockers.

c. Health service.

1. First aid equipment.

First aid cabinet in office.

2. Person in charge.

Mr. Robert Kersey. He said he bound up an injured finger while the insurance inspector was in the other day and inspector said "I give you 100%".

3. Health records.

None except when necessary for compensation.

10. Employment management.

a. Who hires.

Manager or superintendent.

b. Who fires.

Superintendent.

c. Who transfers.

Superintendent.

d. Records.

None. Had only five for a while last summer. After 20th of December will let go all but about 30 boys, the last of March will increase force to about 50 ,- dropping them off in May.

e. Labor turnover.

From payroll.

11. Recommendations.

1.- 2.- 3.

4. Special cleaners should be employed.

5. Walls should be painted or white-washed every six months.

6. Floors scraped every six months and washed weekly.

7. High chairs with backs for packers.

8. Guard belts.

9. Uniforms should be provided and laundered by firm.

10. Washroom with hot water soap and towels should be provided.

11. Toilets should be cleaned and disinfected and special person engaged to clean.

12. Bubblers on each floor.

13. Matron for cloak room and toilets.

14. Rest room and lunch room on first floor.

2. Product: Hard candies, chocolates and dipped cherries.

3. Number of employees: Total 65 Men 27 Women 38 Under 16 2 girls
White 50 " 14 " 36
Colored 15 " 13 " 2

4. Hours: Beginning 8 a.m. Ending 5 p.m. Saturday 12 M. Lunch 30 minutes
Number of days 6. Total daily 8½. Total weekly 46½.

Children begin 8. End 4:30. Saturday 12. Total daily 8. Total weekly 44.
Overtime: Stated none.

5. Work-room conditions
a. Description: Three-story brick building. Stairway on left wall to each floor. Elevator on same wall. Basement used for chocolate work, is divided into 2 rooms. Front room hand dipping and packing. This room has cork pack in between ceiling and floor of first floor to help keep it of even temperaturs. Board 26 inches wide under piping which goes through room in ceiling. Room has just been remodeled and is painted white and very attractive. Two windows, can be opened into excavation under sidewalk. Floors new and clean. Packing table in center, dipping table in left corner, shelves on right wall. Tray carts on sides. Enrobing machine in outside or back room up near window in partition and machine coated chocolates run on a belt into the packing and dipping room, Back room, cement floor, also in good condition, used as enrobing room. The first floor is for Manager's office and for storing of raw materials. A long room has been partitioned off at N. E. corner, is the bon bon dipping room and packing room. Bon bons dipped on a table with electric apparatus for regulating temperature of coating. Packing table clean and in center of room. Packing table in this room high enough so workers can stand at work -- not true of chocolate packing table. The second floor is used for the making of hard candy and packing same. Rooms full length of building except basement and first floor where partitions divide the floors. Floors of maple, new except first. Walls not recently whitewashed. Stairs wood inclosed.
b. Cleaning: Colored woman cleans all the time. Stated that all floors scrubbed twice a week. Doubt this, but floors exceptionally clean for candy factory. Starch room has coating on floor but not bad and

5. Work room conditions

b. Cleaning (cont'd.)

not of long accumulation. Molds fresh and new, trays of wood and all new. First floor, except Bon bon dipping room need scrubbing. The other floors all clean for candy factory and two basement floors exceptionally so. "We are from the North and are applying Northern standards". Company is building new building in Huntington, W. Va., modern in every way.

c. Heating: Steam heat - work tables electricity.

d. Lighting: Unshaded electric lights all through factory except in hand dipping room, where indirect lighting has been installed. No natural light and effort has been made to supply artificial lighting which is as near natural lighting as can be done. Lamps called "Duplex" cost $15.50 apiece, 6 installed, 200 voltage, frosted glass bottom and sort of opal shade on sides. Lighting as near perfect as can be. No shadows and sufficient general light to supply every part of the room. The back basement room is on level with ground and has natural light but center part of room and part near partition need artificial lighting. All other rooms have sufficient natural light for ordinary use except on very dark days. Sky light top floor.

e. Ventilation: Natural but Mr. Camp said he believed in perfect ventilation. Has ventilators on second and third floors at each end of room. Stated third floor comfortable in hot weather because of this. Fan not working but open on day of investigation. Ventilation very good. Basement front room has 2 windows opening on sort of shaft under sidewalk. Claims it does not take in dust, said cooling pipes keep room pure, drawn impurity through walls, etc. This room should perhaps have other arrangement to bring ventilation up to standard of lighting and attractiveness. Sky light on top floor has special arrangement for ventilation.

6. Occupations

a. List all occupations:

	Men		Women	
Starch room				
Cooking candy and helpers	White 2	Colored 2		
Hard candy room	2	11		
Packing			White 3	
First floor				
Bon bon dipping			3	
Packing			6	
Stock	2			
Engineer	1			
Office	2			
Basement				
Enrobing	3		2	
Hand dipping			8	
Packing			12	
Floor woman				Colored 1
Cleaner				1

6. Occupations (Cont'd.)
   b. Describe operations involving hazards or strain, unusual: Chairs in first floor packing room too high for dipping table, impossible to do more than rest against them unless sit sideways. Promised to cut out place for knees and women noticeably pleased. Strain of dipping.
   c. Sitting or standing: All can sit. Packers on first and second stand part of the time. Table sufficiently high to so do in comfort. Packers in chocolate department must sit. Table too low to stand.
   d. Seats: Ordinary chairs, a higher chair, round stools, all used. Girls coating cherries have higher chairs, not adjusted so as to allow for knees getting under the table.

7. Safety
   a. Fire escapes: Instantaneous fire extinguisher. No fire escape.
   b. Guarding machinery: Elevators guarded.
   c. Uniform: Caps worn and white aprons by the women. Fresh twice a week. Furnished by firm and laundered by firm. Men pulling taffy had on dirty overalls. Claimed fresh yesterday, but impossible. Took men to task for condition of overalls.
   d. Doors: Open in.

8. Sanitation
   a. Drinking facilities (kind and location) : Faucet over sink in each work room. Supposed to bring own drinking glass.
   b. Washroom
      1. Location and description: None, but hot and cold water over sinks in work-rooms and clean enamel wash dish in sink.
      2. Soap: No soap.
      3. Towels: One twice a week for each worker. Men's towels in hard candy room hang on posts. Dippers had theirs hanging over backs of chairs. Packers claimed to have them in boxes, one or two hanging in work room. None looked very dirty and firm evidently do supply towels. The fact that they are handled and kept by employee however does not help as a sanitary precaution. Mr. Camp stated sanitary towels too expensive and always wasted.
   c. Toilet
      1. Location and description, number of toilets: Women's toilets are along West wall at back of basement room. Put there so as to be more private. Off to one side as they are, the fact that no screen has been put before doors does not matter so very much. There are three compartments screened to ceiling, one seat in each, all new and clean. String flush type, no outside ventilation.

9. Service and welfare facilities:
   a. Lunchroom and rest room (location and description): None.
   b. Cloak room and locker facilities: Cloak room on first next to office. Clothes hang on hooks around wall. Clean and in good order. No outside ventilation and light needed as room has been built in.
   c. Health service
      1. First aid equipment: Cabinet in office.
      2. Person in charge: Mr. Camp ("not much call for that")
      3. Health records: None.

10. Employment management
    a. Who hires? Manager
    b. Who fires? "
    c. Who transfers? " Not very much opportunity.
    d. Records: None except pay roll.
    e. Labor turnover: Has been pretty big, "but we are hoping to establish a name for which will help us keep people. Wages in candy have been too low. Do you know why? Too much cheap candy made. We were told we couldn't make both ends meet when we first started here. Company began with one stick candy table. Made lots of it. Too cheap, wages too low, couldn't keep people, had to sell candy at loss even at that, so I was sent down to straighten things out. Haven't gotten where we want to go, but we are growing and making money. Will build in a couple of years and will build right." "At least I am proving to Southern candy men that Northern system is best."
    Wages: Guarantee to learners hand dipping $9. Guarantee packers $9, average earnings of bon bon dippers and packers $10.50. Hand dippers (chocolate) $17 and $18. Is using this factory as sort of training school, has had to train everyone. No other hand chocolate dipping plant in the State.

11. Recommendations:
    1 - 2 - 3
    4. That first floor and stairways be kept as clean as the rest of floors and walls be whitewashed at least onceevery six months.
    5. That lights be shaded throughout building.
    6. That adjustable chairs with backs be provided.
    7. That liquid soap and sanitary towels be provided.
    8. That sanitary drinking facilities be provided.
    9. That lunch room and rest room be provided.
    10. That employment records be kept.

Norfolk, Va.

From Helen Bryan
To Mary Anderson
Subject: Investigation Bosman & Lohman Co. Inc.
a. Address: 23rd and Granby Sts., Norfolk
b. Location: Ten minutes from center of business section.
c. Accessible: Yes

Date: December 9, 1919

1. Persons interviewed: Mr. J. G. Lohman

2. Product: Peanuts and peanut candy bars.

3. Number of employees: Average number of women 75 White 5 Colored 70
men 30 8 22
Total number 105 No children under 16.

4. Hours: Beginning
Open from 7:15 to 5 p.m. Half hour lunch period. Saturday 12 M. No overtime. Mr. Lohman says the women average 8 hours and the men 9 hours a day. They are somewhat irregular about time of coming and leaving as they all work piece work.

5. Work-room conditions
a. Description: Two brick buildings. One frame building with galvanized iron. Four work-rooms in first brick building on second floor for women workers. Two work-rooms for women on second floor of second brick building. Work-room at front of second floor first brick building for white women. No women employed in frame and galvanized iron building. Whole place built by stages, buildings and annexes and sheds added here and there when needed. All in terrible need of repair. Is scarcely fit for factory use now. Most of machinery, etc. built in the place, very antiquated. Wooden stairs and wooden railing. Wood floors, brick walls dirty.
b. Cleaning: Each department supposed to do its own sweeping and cleaning. Done by colored men who have other duties. Floors dirty. Floor was being scrubbed in one place by three colored men. Cloak-rooms dirty.
c. Heating: Steam pipes in a few rooms but no system throughout plant. Heat under kettles for boiling candy furnish heat in room where white women work. Stove in center of one work-room in second brick building where colored women work.
d. Lighting: All work rooms where women work have windows on two sides and two or three have windows on three sides. There are no drop lights over the tables or benches where women are working. The buildings would be dark on dark days or late in evenings.
e. Ventilation: By window - good.

6. Occupations
a. List all occupations: 5 white women wrapping and packing or filling candy and peanuts in small boxes. Colored women (1) take candy after rolled and cut and put it in trays, (2) put labels on boxes, (3) one operates a labeling machine, (4) inspect labels and covers on machines, (5) packing, (6) sorting nuts for bad ones and rubbish and color, (7) lebeling peanut butter cans. Number doing various operations

6. Occupations
   a. List all occupations (cont'd.)
      vary from day to day as employees attendance very irregular.
   b. Describe operations involving hazards or strain, unusual:
      Continuous standing by some operators.
   c. Sitting or standing: Seats with backs (wood) for white employees-wrapping and packing. Sorters have home-made wooden seats without backs. Labelers haven't any seats except those they use to put their work on - have no tables to put work on, as a result have to do much hard stooping, etc. Very inefficient way of doing work.
   d. Seats: (See (c))

7. Safety
   a. Firescapes: Have one firescape on first brick building up to third floor. No people working on third floor of other buildings except to go up occasionally to feed hoppers and law does not require firescapes to second floor. One stairway in each building - wood - wood inclosed - wood railing, dirty and slippery.
   b. Guarding machinery:
   c. Uniform: No uniform.
   d. Doors:

8. Sanitation
   a. Drinking facilities (kind and location): Three or four hydrants about building in or near workrooms. No cups to be seen. Use common cup or glass.
   b. Washroom
      1. Location and description: Three or four sinks under hydrants in various parts of building - old iron. No towels at sink.
      2. Mr. Lohman says the employees can have towels by asking for them. The chances are they don't ask for them and they are
      3. handling candy and hulled nuts. A few dirty pieces of soap.
   c. Toilet
      1. Location and description, number of toilets: Two toilets - one for white women, one for colored. Partitioned off of work-room by thin wood partitions just large enough for one seat. Poor equipment, not flushed on day of visit. Floors and seats dirty. No toilet paper furnished.
      2. Number of girls per toilet seat:

9. Service and welfare facilities:
   a. Lunchroom and restroom (location and description): None. Some girls buy lunches from colored man on street and eat lunches out on street if not too cold. Others bring lunches and eat at work places. Some don't eat any lunches. No lunch or rest room.
   b. Cloak room and locker facilities: One room or corner partitioned off of work-room for white women and one for colored. No lockers. Few nails in walls for wraps in both rooms. Floors dirty and covered with paper in both rooms. Few boards over top of

9. Service and welfare facilities
   b. Cloak room and locker facilities (cont'd.)
      cloak room for white employees and clothes piled on these.
   c. Health service
      1. First aid equipment: Cabinet in shipping clerk's office, has ammonia, turpentine, etc.
      2. Person in charge:
      3. Health records:

10. Employment management
   a. Who hires? Head of each department does actual hiring, but when any women are needed a head woman in each work-room brings girls in and gets other workers to bring them in.
   b. Who fires? Firing done by heads of departments (practically none done).
   c. Who transfers? No transfer system.
   d. Records:
   e. Labor turnover: No labor turnover records kept except payroll sheet.

11. Recommendations:
   1 - 2 - 3
   4. Building not fitted for factory purposes but firm expecting to build new one. In meantime floors, walls, etc. need repairing and cleaning.
   5. Men should be employed whose entire time should be given to cleaning, sweeping, scrubbing. Men and women employed for regular factory duties should not be required to do cleaning.
   6. Regular heating system should be installed that would distribute heat evenly over work-room and throughout the buildings.
   7. Seats with backs, preferably steel with adjustable backs, should be provided each employee. Those whose work will possibly permit, should be allowed to do the work sitting down and others should be allowed to use the chairs at regular rest periods.
   8. Tables the proper height should be provided employees doing labeling.
   9. Proper sanitary drinking facilities should be provided, pure, clean water and individual drinking cups.
   10. A wash room should be provided for the white women employees and one for the colored. They should be equipped with sufficient number of sanitary basins, hot and cold running water, individual towels, and liquid soap.
   11. New toilets should be built providing at least one seat for every 20 employees. They should be provided with modern equipment and plumbing, and regular toilet paper.
   12. A room should be built to be used for lunch room purposes and should contain chairs and tables.
   13. A rest room should be provided equipped with comfortable chairs and a sanitary cot.
   14. Cloak rooms should be provided both white and colored employees and should be equipped with individual full sized steel lockers

11. Recommendations (cont'd.)

14. for each employee.
15. First aid equipment should be installed and a properly qualified person put in charge.
16. An up-to-date employment policy should be adopted. Records should be kept of hirings, firings, transfers, demotions, promotions and labor turnover.

[illegible]

Roanoke, Va.

TO: Miss Anderson
FROM: [illegible]. Peterson
SUBJECT: Investigation, Peerless Candy Co, Greenville.
DATE: 1-17-20.

1. Person interviewed:
Mr. Krauth, Salesman
Woman, bookkeeper.

2. Product:
Hard candies

3. No. of employees;
All white
Total 10 men 6 women 4
children, none
travelers, 5 men
Just let some off, no saver, ordinarily have 9 men, 6 women.

4. Hours:
Beginning 8 a.m. End 5 p.m. Sat. (winter) 4 p.m.
(summer) 1 p.m.;
Days 5 Total daily 8 Weekly 47 hrs.
Stated no overtime.

5. Workroom conditions.
Description. Large story brick, first floor office, storage and shipping. 2nd floor cooking and packing. Third floor, supply room. Barnlike sort of a schoolroom. Tolerably almost anyway, broken pieces of candy piled in wood boxes and standing around in room uncovered. Walls dirty white, floors wood. Elevator and stairway connects floors.
b. Cleaning. Men said to clean. Floors dirty, need scrubbing, walls, windows need cleaning. Cloakroom needs cleaning.
c. Heating. Radiators around walls.
d. Lighting. Unshaded electric lights, windows on 3 sides but windows so smeary much natural light kept out.
e. Ventilation. Natural, doors and windows.

6. Occupations.
a. list all occupations.

Men		Women	
cooking, candy making	2	wrap and pack only	2
office			
general, ship, clean	2		2

b. Describe operations involving hazards or strain. Girls who stick sit or stand, strain because of poor seating.

c. Sitting or standing. Either.

d. Seats. Round stools without backs.

7. Safety.
a. Firescape. None. No sprinkler, no chemical extinguishers. Fire hazard.

b. Guarding machinery. No machinery in use, only one on floor for turning out hard candy. Modern and guarded.

c. Uniforms. None. Man rolling out stick candy had on dirty wool sweater, khaki color. Investigator called his attention to fact that when he held up the pyramid on which he was working he held it against his dirty sweater and dirt had attached itself to the candy.

8. Sanitation.
a. Drinking facilities (kind and location). Bubblers in workroom.

b. Washroom. One bowl, cold water faucet in combination coat and toilet room. No soap. Individual towels. Clean.

c. Toilet. One compartment screened in coat room, floor needed scrubbing.
; seat 2 girls sometimes 4

9. Service and welfare facilities.
a. Lunchroom and restroom. (location and description.) None.
b. Cloakroom and locker facilities. Clothes hung on wall. Window. Floor dirty, scraps of lunch on window sill.
c. Health service. None.

10. Employment management;
a. Who hires? Manager.
b. Who fires? "
c. Who transfers?" but not much change.
d. Records. Payroll. All time workers. Girls get work in factory.
e. Labor turnover. No one seemed to know what was meant. Evidently employees come and go, while some have remained for long time.

11. Recommendations.
1. Half holiday year around.
2 - 3
4. That floors be scrubbed and walls be whitewashed at least

once every 6 months.

5. That lights be provided with shades.
6. That adjustable chairs with backs be provided.
7. That adequate fire protection be provided.
8. That uniforms be provided and laundered by company.
9. That washing facilities include hot water and liquid soap.
10. That cloakroom be fitted up so as to serve for rest room and lunch room and that it be kept clean.
11. That first aid cabinet be provided and competent person placed in charge.
12. That definite employment policy be provided, employment records kept and living wage be paid to workers.

NOTE: Office girl said he couldn't live on $6 a week.

Norfolk, Virginia.

VIRGINIA SURVEY

From Helen Bryan
To Mary Anderson, Director, Women's Bureau
Subject: Investigation, Swift & Co. (Norfolk Branch)
a. Address: 118 Water St., Norfolk, Va.
b. Location: In heart of business section.
c. Accessible? Yes.

Date: December 2, 1918

1. Persons interviewed: Mr. C. A. Cruise, General Manager
Mr. G. W. Whitten, Foreman.

2. Product: Sausages, Ham.

3. Number of employees: Total including office force 100
White men: 71 Colored men: 16
White women: 6. In offices: 7 In factory: 6
No colored women. No children under 16.

4. Hours. Beginning Ending Saturday
Hours for factory employees given as from 7 a.m. to 5 p.m. with half hour for lunch and on Saturdays to 12 noon or later according to the amount of work to be done. Mr. Whitten stated that the employees including the women sometimes worked until after five but he said they came in later than seven in the morning, he also said that they worked on Saturday afternoons until the day's work was done which was often about noon but many times later. Totals unattainable.

5. Work-room conditions:
a. Description: Three story modern brick building, brick walls, wood floor first floor, brick floors second and third floors.
b. Cleaning: 5 men cleaning continuously. Hose attachment to wash brick floors on 2nd and 3rd floors. Floors scrubbed so frequently that they never get dry. This is necessary to keep them free of little pieces of meat, etc. that fall off of racks and when being transferred from one place to another. Women and men wear water proof wooden sole shoes to protect their feet.

c. Heating: No provision for heating 2nd and 3rd floors. Second floor kept somewhat warm by heat from first floor. Stove has been used in sausage room.
d. Lighting: There are windows on one side of the second floor room in which one girl ties and wraps meat. The room seemed adequately lighted. A drop light hangs over her work. The room on the third floor where one girl is candling eggs is kept dark except from the light of the two candles used for this purpose. This is necessary because of the work. The sausage room gets light from windows on one side and is provided with ordinary drop lights without shades.

e. Ventilation: No particular attention is paid to ventilation, but there are plenty of windows in the building and the air seemed good.

6. Occupations:

6. Occupations:
   a. List all occupations:

Women -- all white
In offices: 7
In factory:
1 wrapping and tying meat
1 candling eggs
3 tying or linking sausages
1 office clerk

Men -- white
In office: 9
Salesmen: 17
In factory:
6 shipping and receiving
3 engineers
2 elevator men
2 house janitors
3 hog cutters
2 preparing sweet bitter meats
2 egg department
1 smoking ham
1 boiling ham
6 packers
4 grinding machine men
18 table workers - linking sausage, etc.
1 foreman
1 leading man
1 receiving clerk
1 office boy

Men -- colored
8 drivers
5 janitors
3 smoking ham

   b. Describe operations involving hazards or strain, unusual: Constant necessity of having hands and arms wet in handling wet sausages. Dampness coming from wet floors, altho feet protected by special shoes. Constant standing where chairs are not provided.
   c. Sitting or standing:
   d. Seats: No seats provided.

7. Safety:
   a. Firescapes: One firescape not very near workrooms and blocked by boxes on day of visit, stairs wood and wood enclosed, iron railing not well lighted. Two freight elevators dangerous to use in case of fire as easy to fall down shafts.
   b. Guarding machinery: Girls do not work near machinery.
   c. Uniform: No uniform.
   d. Doors:

8. Sanitation:
   a. Drinking facilities (Kind and location): Factory girls get drinking water at sink. City water, 1 spigot for hot, 1 for cold on third floor. Girls on 2nd get water at basin in toilet room. No individual cups furnished.
   b. Washroom:
      1. Location and description: Girls on 3rd floor wash at sink where they get drinking water or go to second floor where space is partitioned off to include two little rooms, one for wraps, the other for 1 basin and toilet.
      2. Soap: Soap provided.
      3. Towels: Paper towels provided.
   c. Toilet: Little room partitioned off on second floor contains 1 seat and outside a basin for washing. Room not kept tidy and clean. Only about 13 girls use this toilet.

9. Service and welfare facilities:
   a. Lunchroom and rest room (Location and description): No lunchroom or rest room. Girls eat lunches at work places.
   b. Cloak room and locker facilities: A cloak room is partitioned off just outside the little toilet and wash room. It contains 5 steel lockers too narrow to hang a coat on a hanger. The girls hang their coats on nails around the walls as it misses them too much to hang in a locker.
   c. Health service:
      1. First aid equipment: There is no first aid equipment now although the manager said he has instructed someone to provide an up to date cabinet.
      2. Person in charge:
      3. Health records: No health records.

10. Employment management:
   a. Who hires? The Superintendent, Mr. Davis.
   b. Who fires? " " " "
   c. Who transfers: The manager makes any transfers or re-employments.
   d. Records: No records of labor turnover are kept except the pay-roll sheet
   e. Labor turnover:

11. Recommendations:
   1 - 2 - 3
   4. Provision should be made to heat the work-rooms on the 2nd and 3rd floors in some way as to give an evenly distributed heat - not by stove.
   5. Shades should be provided for all drop lights.
   6. Each employee should be provided with an adjustable chair with a back and opportunity given to use these constantly where possible and at regular rest periods where they can not be used constantly.
   7. Care should be taken that the firescape is not blocked.
   8. The stair way should be better blocked.
   9. Modern sanitary drinking facilities should be provided and individual cups.
   10. A new toilet room and washroom should be built to provide modern sanitary plumbing and equipment, hot and cold water.

11. Recommendations: cont'd.

11. A lunch room and rest room comfortable equipped should be installed
12. Full size steel lockers, one for each girl, should be provided.
13. First aid equipment should be installed and a suitably qualified person put in charge. Health records should be kept.
14. A general policy for employment should be established and records of numbers employed, separations, promotions, demotions, transfers, etc. kept.

The investigator had a conference with the Manager, Mr. J. A. Cruise, after the investigation and he dictated a letter to the superintendent requesting that wherever possible chairs be provided women workers, individual paper cups be provided and the stairway be better lighted.

VIRGINIA SURVEY.

From: Ethel L. Best.

To: Miss Mary Anderson, Director, Womens' Bureau.

Subject. Investigation.- Forbes & Co. (The Allied Packing Co)

a. 10th and Byrd Streets.

b. Near railroad in centre of city.

c. Accessible.

Date.

1. Persons interviewed.

Mr. J. D. Morehouse, Superintendent.

Mr. Zacharian, Clerk.

2. Product.

Hog products,- ham, salt pork, bacon and lard.

3. Number of employees.

Total	86	men	77	women	
White	32	"	31	"	1
Col.	54	"	46	"	8

Under 16 - None.

4. Hours.

	Beginning	Ending.	Saturday.
Men	7:00 A.M.	5:30 P.M.	2:00 P.M.
Women	7:30 A.M.	5:00 P.M.	2:00 P.M.

Lunch period 12 - 12:30

Number of days	6,men.	Total daily	10 hrs.	Total weekly	57
Women "	6	" "	9 hrs.	" "	51½

Overtime.- None.

5. Work- room conditions.

a. Description.

Large brick building,- five stories in front, six in back,- most of the space used for storage and shipping,- women work in the back building, a few on fifth, fourth, and third floors,- four elevators in building,- one stair way in front building, one in back,- these buildings are connecte and store rooms run straight through the two buildings but the impression of two buildings is due to a covered passage way connecting the work rooms. All floors of cement. Women cutting meat stand on platforms of slats on account of water on the floor from the washing of the sausages.

b. Cleaning.

Two women do the cleaning on the floors where work is being carried on,- impossible to keep floor dry in sausage room,- room where lard is cooled and mixed has floor covered and slippery with grease, women do not work on this floor,- other floors clean also tables where wrapping is done and table where meat is cut for sausages.

c. Heating.

No special arrangement except in cloak and wash rooms,- cooking and steaming operations heat all rooms but the shipping and packing.

d. Lighting.

Windows along one side of workrooms,- electric lights hanging from ceiling necessary at three o'clock of a pleasant day.

e. Ventilation.

Air fresh and cool,- ventilation from windows,- few people working in each room,- elevator shafts might make work rooms too cold in cold weather.

6. Occupations.

a. List all occupations.

7 foremen (white men)

9 engineers " "

9 shipping department (white men.)

6 labor (white men.)

3 firemen (colored men)

14 shipping department (colored men)

3 extras (colored men)

1 [illegible] (colored man)

25 labor (colored men)

3 cutting meat from bone for sausages (colored women)

2 packing bacon (colored women)

1 wrapping hams " "

2 sweepers and cleaners " "

1 wrapper and labeller (white woman)

b. Describe operations involving hazards or strain.

The women cutting meat are liable to cut themselves.

c. Sitting or standing.

All the women were standing. The white girl said she sat on a table or box when she sewed the hams in the bags.

d. Seats.

No chairs nor seats.

7. Safety.

a. Fire-escapes.

No fire-escapes,- stairs about three feet wide. One stairway for each building.

b. Guarding machinery.

Machinery guarded,- elevator shaft on first floor, in shipping room needs a guard.

c. Uniforms.

None furnished,- girls wore their own aprons and caps.

d. Doors.

Entrance door for employees opens in,- many wide doors, near entrance door, where goods are shipped,- these are open all day and have sliding doors.

8.

8. Sanitation.

a. Drinking facilities.

From faucet in wash basin,- tin mug hanging over basin.

b. Washroom.

Washroom for white girl off fifth floor work room ,- small, clean,- one basin,- hot and cold water,- mirrow- ventilation over top.

Cake of soap (furnished by firm)

2 towels a week " " "

Washroom for colored girls off fourth floor work room- small, fairly clean, hot and cold water,- window.

Soap kept in cloakroom across the hall, (furnished by firm).

2 towels a week for the 4 girls(furnished by firm.).

c. Toilet.

One toilet on fifth floor adjoining wash room for white girl,- outside windows,- clean,- toilet paper.

1 seat.

1 girl to a seat.

One toilet on fourth floor adjoinning wash room for colored girls,- outside window,- not well cared for,- toilet paper supplied.

1 seat.

4 girls to a seat.

9. Service and welfare facilities.

a. Lunchroom and rest room.

None.

b. Cloak room and locker facilities.

The white girl hangs her wraps in the office downstairs.

Cloak room on fourth floor near washroom for colored girls,- windows,- electric light,- nails around walls for wraps,- one bench,- clean but not orderly.

c. Health service.

None.

. Employment management.

a. Who hires.

Superintendent.

b. Who fires.

Foremen.

c. Who transfers.

Foremen with Superintendent O.K. if the transfer is permanent.

d. Records.

Began the 15th of November to keep them.

e. Labor turnover.

Began the 15th. of November to keep the records.

11. Recommendations.

1.- 2.- 3.

4. Chairs should be provided for the women workers.

5. Fire-escapes would seem necessary.

6. Guard elevator shaft.

7. Uniforms should be furnished and laundered by firm.

8. Bubblers or individual cups should be supplied.

9. Individual towels should be supplied all workers.

10. Chairs and a table should be placed in cloak room or a lunch room provided.

11. Individual lockers should be installed.

12. A first aid cabinet and a person with some training to administer same should be provided.

Wages are on weekly basis,- girls begin at $10.00 and are raised to $12.00 and $14.00 according to ability.

Richmond, Va.

VIRGINIA SURVEY

From Ethel L. Best
To Miss Mary Anderson, Director
Subject: Investigation Southern Mfg. Co.
a. Address: 9th and Perry Sts.
b. Location: On car line, 15 minutes from center of city.
c. Accessible: Accessible

Date:

1. Persons interviewed: Mr. A. . Johns, Supt. of Can Dept.
Mr. J. White, Supt. of Powder Dept.

2. Product: Baking Powder in paper and tin cans.

3. Number of employees: Total 101 ~~Xxxxxx~~ ~~Women~~xx
White 58 Men 21 Women 29 Under 16 8 boys
Colored 43 43

4. Hours: Beginning 7:00 a.m. Ending 5:30 p.m. Saturday 1:30 for girls
Boys " 8:00 a.m. " 4:30 p.m. 2:30 for men
Lunch period 12 to 12:30. Same time is given on Saturday.
Number of days 6 Total daily 10 Total weekly 56
Boys" " 8 " " 46
Overtime none now, in busy season sometimes an hour or two for the men only. (See 5a)

5. Workroom conditions:
a. Description: The making of containers or cans for the baking powder is carried on in the new building on the first floor. It is a large room with windows on 3 sides. The work is carried on chiefly at the further end. And near the entrance is stacked with material and boxes. This is slack season so they had not a full force working. (Busy season December to June) Floor of cement - ceilings medium in height. In the old building which adjoins the new one by a covered passageway, the baking power is made. On the top floor it is stored, mixed and weighed - windows and walls white with the fine white powder. On second floor the cartons or cans are filled, labelled and packed. Here the dust is not so noticeable except in the filling room which is partitioned off from the main workroom. The ground floor is used for storage and shipping.
b. Cleaning: Cleaning is done by sweeping during work hours. Floors are fairly clean considering the nature of the operations.
c. Heating: By overhead steam pipes.
d. Lighting: Windows are on three sides of both buildings and give sufficient light"excepting on a very dark day"." Electric overhead bulbs hang from ceiling about 7 feet above the floor. Machines have no special lights over them except the filling machines.
e. Ventilation: From windows. Air good in can and cartoon making room. Full of fine dust in the mixing, filling and packing rooms. In the filling rooms there is an exhaust pipe over each machine and several around the room. In the mixing room one man had a handkerchief tied over his nose and mouth.

6. Occupations:

a. List all occupations:

12 machine operators	white men
16 " "	colored "
11 " "	white women
6 gluing tin foil	" "
12 packers	" "
2 weighers	" men
3 packers	" "
1 fireman	" "
1 helper	" "
3 machinists	" "
1 helper	colored men
26 general help	" "
6 finishing and packing	white boys

b. Describe operations involving hazards or strain, unusual: No special hazard excepting from the powder in the air in baking powder dept.

c. Sitting or standing: Girls gluing tin foil stand but are supplied with stools. All others sit while working.

d. Seats: Stools without backs are supplied to all girls in can making department. In baking powder department stools have straight boards for backs.

7. Safety

a. Fireescapes: No fireescapes - building too low. Automatic sprinkler in new building. Old building would be difficult of exit in case of fire as stairs and doors are narrow but it is so low that one could jump from windows.

b. Guarding machinery: Guards are needed on one belt in can dept. and on several belts in filling dept.

c. Uniforms: None. Girls supply their own aprons.

d. Doors: Doors open out.

8. Sanitation:

a. Drinking facilities (kind and location): Tin cans are used and water from faucet excepting in summer when coolers are supplied in can dept. and one in baking powder dept.

b. Washroom

1. Location and description; number of toilets: Washroom in can dept. on first floor off workroom. 1 basin in toilet room, 2 faucets, hot and cold water, clean and well cared for. Basin next toilet on second floor in baking powder workroom. 2 faucets, hot and cold water, fairly clean. Basin in cloakroom on third floor, 2 faucets, hot and cold water, basin dirty.

2. Soap: No soap.

3. Towels: No towel

c. Toilet

1. Location and description, number toilets: Toilet for canning department on 1st floor of new building off workroom and next to cloakroom. Outside window, doors in front of seats, no toilet paper. 4 seats, 2 girls to a seat.

In old building off baking powder room toilet with 3 seats, doors in front of seats, window, shoes and paper lying around

8. Sanitation
   a. Toilet
      1. Location, etc. cont'd.:accumulation of dirt and dust outside window. In cloakroom 1, toilet - no window ventilation into cloakroom - out of order - very dirty but looks unused - supposed to be cleaned by colored woman. 4 seats (1 not working) 7 girls to a seat.
      2. Number of girls per toilet (seat):

9. Service and welfare facilities
   a. Lunchroom and restroom (Location and description): None. Girls eat lunch in workroom or cloak room. No restroom.
   b. Cloak room and locker facilities: Cloakroom in new building on first floor for girls in canning dept. Big windows, clean and well kept, swept by colored man. Individual steel lockers with wire doors and keys to lockers. 2 benches, stretcher.
      Cloakroom on 3rd floor old building for girls in baking powder dept., window on one side, individual wooden lockers, no keys, four or five benches, shoes, paper and stockings lying around on floor, dust in corners, supposed to be cleaned by colored man twice a week.
   c. Health Service
      1. First Aid equipment: No equipment in can building, use the cabinet, in office on 2nd floor in baking powder building. Cabinet contains gauze, cotton, disinfectant, ammonia.
      2. Person in charge: By superintendent.
      3. Health records: None unless serious injury.

10. Employment management
   a. Who hires? Superintendents in each building.
   b. Who fires? " " " "
   c. Who transfers? " " " "
   d. Records. None
   e. Labor turnover? Payroll only.

11. Recommendations:
   1 - 2 - 3
   4. Belts guarded.
   5. Uniforms, especially in baking powder department should be supplied and laundered by firm.
   6. Bubblers in baking powder department.
   7. Individual towels and liquid soap should be provided.
   8. Toilets should be cleaned daily before or after working hours toilet paper should be provided.
   9. Toilets should be kept in proper order.
   10. Cloak room should be cleaned daily

VIRGINIA SURVEY.

From: Ethel L. Best.

To: Miss Mary Anderson, Director, Womens' Bureau.

Subject. Investigation.- Atlas Specialty Co.

a. Southside-Second & Decatur Sts.

b. Twenty minutes on car.

c. Twenty minutes from centre of city on car.

Date. November 19, 1919.

1. Persons interviewed.

Mr. F. F. Frayser, Shipping Clerk

Mr. L. B. Smith, Foreman.

2. Product.

Molasses and molasses mixed with corn syrup in large and small cans.

3. Number of employees.

Total	10	men	6	women	4
White	6	"	6	"	-
Col.	4	"	-	"	4

Under 16 - None.

4. Hours.

Beginning 7:00 A.M. Ending 5:00 P.M.

Sat. " 7:00 A.M. " 12:30 P.M.

Lunch period 12:00- 12:30

Number of days 6 Total daily 9½ hrs. Total weekly 53 hrs.

Overtime - None now-in busy season, men only.

5. Work-room conditions.

a. Description.

5. Work-room conditions.

a. Description.

Old four story building,- fourth floor used as store room, third floor has large vats formerly used in making vinegar, -second floor molasses and syrups are steamed to get liquid out of barrel and then strained and steamed in large vats. First floor shipping room,- all rooms big and barn like-no machines running-plant owing to shortage of material is running with few workers. Second floor at one end has two filling machines and one labeller not working ,- floors badly worn ,- one hole noticed.

b. Cleaning.

Sticky sawdust on floors- walls dusty,- windows thick with dirt nobody's duty to sweep,- one of the men sometimes cleans up.

c. Heating.

Steam overhead pipes on first floor only. No steam turned on at time of visit - "saving coal" Mr. Frayser said.

d. Lighting.

Windows on three sides but too dirty to allow of much light penetrating,- electric lights on first floor only-over-head hanging bulbs.

e. Ventilation.

Ventilation from windows and elevator shaft.

6. Occupations.

a. List all occupations.

1 man steaming barrels (white man)

1 engineer (white man)

2 shipping (white men)

2 packing (white men)

4 unpacking tops of cans (colored women)

These women run the machines in the morning,- in the afternoon they go to the fourth floor and unpack cans.

b. Describe operations involving hazards or strain.

b. Describe operations involving hazards or strain.

Only from cold,- the women unpacking were seated and all had their wraps on,- the minute the foreman appeared they complained of cold.

c. Sitting or standing.

Women sit both at machines and while unpacking.

d. Seats.

Stools and boxes ,- no backs.

7. Safety.

a. Firescapes.

No fire-escapes ,- stairs about three feet wide.

b. Guarding machinery.

Sufficiently guarded.

c. Uniform.

None.

d. Doors.

Doors open in.

8. Sanitation.

a. Drinking facilities.

From faucet in second floor iron sink- tin mug on shelf.

b. Washroom.

Iron sink in workroom on second floor next to cloak room- one faucet,- cold water.

No soap.

One towel changed weekly.

c. Toilet.

Toilet on first floor in back of shipping room. It is out of doors but attached to the main building,- womens ' and mens' next each other but doors on opposite sides,- flush toilets,- womens' door does not lock,- toilet dirty and uncared for. No one responsible for it,- doesn't know who cleans it.

c. Toilet. (cont.)

1 seat

4 girls to a seat.

9. Service and welfare facilities.

a. Lunchroom and restroom.

None.

b. Cloak room and locker facilities.

Cloak room on second floor,- small,- two windows, hooks around walls,- one bench,- unswept floor,- fairly heat (women were wearing most of their wraps).

c. Health service.

1. First aid equipment.

None.

2. Person in charge.

No person in charge.

3. Health records.

None.

10. Employment management.

a. Who hires.

Foreman or shipping clerk.

b. Who fires.

Foreman or shipping clerk.

c. Who transfers.

Foreman or shipping clerk.

d. Records.

None.

e. Labor turnover.

Payroll records.

11. Recommendations.

1.- 2.- 3.

4. That first and fourth floors be swept weekly, that second and third floors be scrubbed every six months and in parts where work is done cleaned semi-weekly.

5. That windows be washed.

6. That heat be supplied in rooms where women work.

7. Chairs with backs be supplied.

8. Exit door should open out.

9. That hot water, soap and individual towels be provided.

10. That toilets be installed off cloak room and properly heated,- that toilet paper be supplied.

11. That one woman be responsible for cleanliness of toilet and be compensated accordingly.

12. That cloak room be enlarged and furnished with invidual lockers, chairs and a table where girls can eat their lunch.

13. That a first aid cabinet be installed and administered by the bookkeeper (a woman) who shall have some special training.

Wages $10.00 a week.

Baker + Thompson [illegible]

Roanoke, Va.

VIRGINIA SURVEY.

TO: Miss Anderson
FROM: A. Peterson
SUBJECT: Investigation, Mites Extract Co,
Location: As possible.
DATE: 1/17/20

1. Persons interviewed: Mr. B. S. Fishburne, part owner and mgr.
Miss Clide Fells, Forelady.

2. Product: Extracts & patent medicines.

3. No. of employees:
All white.
Total 20 Men 6 women 14

4. Hours:
Begin. 7.30 End. 5 p.m. Sat. 12.30
Lunch 30 minutes.
Days 6 Daily 9 hrs. Weekly 49.50
Stated No overtime.

5. Workroom conditions.
a. Description. Two buildings. Old 3-story frame building for storage has been condemned, must be careful to store equal weight on all sides stated Forelady. Women do not enter it.
Four-story basement brick barny building used for factory. Built for tobacco plant. Office, storage and one filling room on second floor. Storage and one filling room on third floor.
Storage only on 4th floor.
Shipping on 1st. Coal in basement. Stairway and elevator connects floors. Old dilapidated building, floors worn in places. Plastering between bricks falling away in places, walls unpainted. Mr. Fishburne stated company expects to build modern plant within next two years.

b. Cleanliness. Helper supposed to sweep, never scrubed, floor sticky with dirt and liquid which has dried.

c. Heating. Furnace and stove, second floor, filling room heated with stove. Third floor filling room with register in floor near door, and extreme inside corner of room. Very cold last few weeks in other part of room.

d. Lighting. Unshaded electric lights. Windows on 2 sides of workrooms, but so thick with dust much light kept out.

e. Ventilation. Natural, doors and windows.

6. Occupations.

a. List all occupations.

Men		Women.	
shipping	1	forelady	1
laboratory	1	bottling, labeling, filling, etc.	3
helpers, shippers cleaners, etc.	2		
office	2		

b. Describe operations involving hazards or strain. Strain of poor seating, and hazard because of poor heating.

c. Sitting or standing. All sit at work.

d. Seats. Small round high seats with round back which leans way back, so useless, many broken and uneven. Girls all stated very uncomfortable. One woman 40 or 50 said: "If you can get us better chairs we will bless you."

7. Safety.

a. Firescape. None. Fire hazard.

b. Guarding machinery. No machinery. Elevator railed.

c. Uniforms. None.

d. Doors. Open in.

8. Sanitation.

a. Drinking facilities (kind and location). Faucet over sink on each floor. Dipper on the wall.

b. Washroom. Cold water faucet over black sink on 3rd floor, attached to same pipe with special spout for washing bottles. Soap. None. Towels. Individual on chain. Clean.

c. Toilet. 1. Location and description, number of toilets. One compartment in coatroom, well screened, but smelly. 1 seat 14 girls.

9. Service and welfare facilities. a. Lunchroom and restroom.

a. None.

b. Cloakroom and locker facilities. Partitioned off on second floor, dirty and in need of scrubbing. Boxes piled for placing of hats, coats on wall.

c. Health service. First aid cabinet on first floor, any one in charge. No records.

10. Employment management.

a. Who hires? Manager.

b. " fires? "

c. " transfers? Constantly. (?)

d. Records. Payroll, all time workers.

e. Labor turnover. Employees quite regular.

10A: Wages: Begin them at 15¢ an hour, if regular in attendance 16¢.

	Rate	Can make
1 mo.	$7.50	$8.00
2 "	8.00	8.50
3	8.50	9.00
4	9.00	9.50
1.yr.	10.29	10.74

and gradually up.

11. Recommendations:

1 - 2 - 3/

4. That floors be scrubbed , windows washed, and wall white washed at least once every 6 months and swept every day.
5. That adequate heat be provided in workrooms.
6. That lights be provided with shades.
7. That adjustable chairs with backs be provided.
8. That adequate fire protection be provided.
9. That sanitary drinking facilities be provided.
10. That washing facilities include hot water and liquid soap.
11. That toilet be disinfected at least once every 2 weeks.
12. That rest room and lunch room be provided.
13. That coat room be kept clean and individual metal lockers be provided.
14. That one competent person be placed in charge of first aid cabinet.
15. That definite employment policy be adopted and records kept, and living wages be paid.

VIRGINIA SURVEY

From: Ethel L. Best

To: Miss Mary Anderson

Subject: C. F. Sauer. A. West Broad & Meadow Sts

b. 15 minutes on car from center of city.

c. accessible

1. Persons interviewed.

Mr. Rucker, Asst. Mgr.
Mr. Moxon, Sales "

2. Product
Flavoring extracts and drugs

3. Number of employees

Total	137	Men	63	Women	74
White	104	"	31	"	73
Col.	33	"	32	"	1

Under 16 - none

4. Hours

Begin 7.30 a.m. Ending 5.30 p.m. Sat. 2.00 p.m.
Lunch hour 1 - 1.30
Number of days 6 Total daily 9-1/2 Total weekly 54
Overtime - none

5. Workroom conditions.

a. Building 12 years old but looks modern - is well kept up - consists of 2 stories and a small 3rd story used as preparing room, laboratory and store room. Front and back stairs about 4 feet wide - well swept. Workrooms good sized but center of room on 2nd floor filled with cage containing supplies, also hogsheads around this cage. Drug department in separate room at back of building.

b. By men sweepers during working hours. Many bottles empty and full ones and broken glass scattered over floor in spite of constant sweeping. Tables clean even when hand filling and labeling is done.

c. Heating. Steam overhead pipes. No heat in cloak room.

d. Large windows on three sides of workroom along southern exposure green shades are provided. Girls on 2nd floor extract room face or are with their backs to windows. Tables run parallel to windows, overhead electric bulbs for artificial light.

e. Ventilation. From windows. Air fresh but strangly flavored with sweet vanilla odor.

Occupations.

a. List all occupations.

1 chemist - white man
2 laboratory workers - white men
1 " " colored man
2 bulk fillers - white girls
15 fillers " "
25 labelers " "
27 packers " "
1 castor oil filler" "
3 machine filling examiners-white girls
1 girl charge of lunch and cloak room - colored girl
17 general help - white men
6 carpenters shop " "
2 on labeling machine -white men
3 "extras" - white men
6 floor men - colored
25 packing and stuffing & general (colored men)

b. Describe operations involving hazards or strain.

None

c. Sitting or standing.

Girls sit, except castor oil fillers and girls who pack bottles in boxes.

d. Seats.

High stools with no backs and no foot rests. Girls rest their feet on rounds of stool.

7. Safety.

Fire escapes. None. All but laboratory workers are on 1st or 2nd floors - floors of cement, building fireproof, doors open out.

b. Guarded machinery. Only one machine - a labeler - well guarded.

c. Uniform. None furnished - nearly all the girls wear aprons.

d. Doors Open out.

8. Sanitation.

a. Drinking facilities. A cooler on 2nd floor - from faucet in wash-basin on 1st floor. Both cooler and wash basin in workrooms. girls supply their own glasses.

b. Washroom. Washroom on 2nd floor between lunch room and cloakroom - contains 3 basins - 6 faucets - liquid soap, paper towels, mirror over basins - window at one end - electric light overhead. On first floor by door of toilet 1 faucet. Liguid soap and ground soap. Hooks with girls names pasted above on which to hang their own towels. All girls are supplied with one towel a week - laundered by company.

c. Toilet. 1 on 2nd floor off washroom, outside window, new plumbing, well taken care of, toilet paper. Cleaned by colored woman. On first floor toilet off work room with 2 seats. Skylight, closed, air bad. At least a dozen pairs of old shoes lying around. Toilet paper. This toilet is swept by colored man every morning before working hours.

Seats. Three

No. girls to a seat. 21.

9. Service and welfare facilities.

a. Lunchroom and rest room. Lunchroom on 2nd floor - irregular shape. Large windows along one side, gas range behind counter. Girls bring their food for colored girl to cook or cook their own. Nothing furnished by firm. Small tables, wooden. A few wicker chairs in room. No restroom.

b. Cloak room and locker facilities.
Cloakroom adjoining lunch room, no windows, ventilation over top of partition. Girls wraps hung on racks and hooks around walls. Well cared for by colored girl who has charge of lunch room. No lockers.

c. Health service.
1. First aid equipment.
Bandages, cotton and remedies in drug department.
2. Person in charge.
Chemist, who is a physician, or laboratory man.
3. Health records.
None unless compensation is necessary.

10. Employment management.
a. Who hires? Mr. Ruckner
b. Who fires? Foremen with Mr. Ruckner's consent.
c. Who transfers? Mr. Ruckner.
d. Records. Mr. Ruckner keeps an individual card record system of all employed and also of all who apply.
e. Labor turnover. Cards would show turnover but he has never computed it.

11. Recommendations.
1, 2, and 3.

4. Cloak room should be heated.
5. That adjustable chairs with backs be provided.
6. Uniforms or aprons should be provided and laundered by firm.
7. Bubblers in each workroom.
8. Individual wire lockers in cloak room.
9. Better system of ventilation for cloakroom.

VIRGINIA SURVEY.

From: Ethel L. Best.

To: Miss Mary Anderson, Director, Womens' Bureau,

Subject. Investigation.- Franklin Gard Co.

a. 200 South Sixth and Canal Sts.

b. In centre of business section.

c. Accessible.

Date. November 17, 1919.

1. Persons interviewed.

Mr. W. E. Bethel, Superintendent.

2. Product.

Chewing gum.

3. Number of employees.

Total 51	men 18	women 33	
White 40	" 10	" 30	
Col. 11	" 8	" 3	

Under 16.- None.

4. Hours.

Beginning 7:30 A.M. Ending - 5:30 P.M. Sat. 12:30 P.M.

Lunch period.- 12:30 - 1:00

Number of days 6 Total daily 9½ hrs. Total weekly 52½ hrs.

Overtime.- None.

5. Work-room conditions.

a. Description.

Four story brick building,- old- first floor used as receiving and shipping room, is crowded and disorderly,- paper and emoty boxes lying around,- stairs narrow and covered with dust and fine white sugar,- ceilings low.

b. Cleaning.

Cleaning is done by employees during hours when they have a little spare time,-"dust and sugar you can sweep but gum has to be scraped "- spent a week last summer having all the floors scraped,- needs scraping again on second floor fine sugar dust on third floor covers walls, ceilings, floors and workers,- electric fans over rolling machines- used to cool the gum- helps spread the sugar.

c. Heating.

By steam overhead pipes,- rooms are kept as near 70° as possible.

d. Lighting.

Lighting by windows on two sides of work room,- electric overhead lights,- not necessary excepting late in afternoon.

e. Ventilation.

Ventilation by open windows and on the second floor an electric fan and exhaust to take out dust,- air was fresh on day of visit.

6. Occupations.

a. List all occupations.

3 shipping and packing	(white men)
3 shipping and packing	(colored men)
1 engineer	(white)
11 machine operators	(white girls)
4 packers	(white girls)
15 breaking gum	(white girls)
3 pickers	(colored girls)
5 rollers	(colored men)
4 machine operators	(white men)

b. Describe operations involving hazards or strain.

The only hazard would be from sugar dust on second and third floors- but the ventilation is so good that it is doubtful if the dust is harmful.

c. Sitting or standing.

Girls at machines stand. Packers, breakers and pickers all sit.

d. Seats.

Wooden chairs with backs

Requirements of law met fully.

7. Safety.

a. Fire-escapes.

One fire-escape, stairs narrow (3ft.) doors open out,- so few work in building that there would be but little danger in case of fire.

b. Guarding machinery.

Machinery well guarded,- elevator shaft on ground floor no guard.

c. Uniforms.

Uniforms for men are supplied and washed by firm- aprons and caps are provided by firm and washing paid for by firm.

8. Sanitation.

a. Drinking facilities.

Cooler on every floor in work room,- employees supply their own cups.

b. Washroom.

Washroom off second floor cloakroom in toilet room 4 white enamel basins with 8 faucets (hot and cold), clean and well kept,- outside window.

Liquid soap.

Individual linen towels on rod. Ring in towel fastens towel to rod,- one towel to each girl daily.

Washroom on third floor for colored girls off work room 2 faucets,- clean.

Liquid soap.

One towel changed once a day.

c. Toilets.

Toilets for white girls off cloak room on second floor, window in toilets,- toilet paper - clean and well kept.

2 seats.

15 girls to a seat.

Colored girls toilet on third floor off work room has window,-moderately clean- toilet paper.

2 seats.

1½ girls to a seat.

9. Service and welfare facilities.

a. Lunchroom and restroom.

None.

b. Cloak room and locker facilities.

Cloak room on second floor,- light comes over partition from windows in wash room,- hanging electric light,- room has steel individual lockers and a few benches,- cleaner, colored woman comes in every morning and cleans cloak room, washrooms and toilets.

c. Health service.

1. First aid equipment.

First aid cabinet in Superintendent's office.

2. Person in charge.

Superintendent.

3. Health records.

Record of injuries for insurance.

10. Employment management.

a. Who hires.

Superintendent.

b. Who fires.

Foremen who reports on firing to Superintendent.

c. Who transfers.

Superintendent.

d. Records.

None.

e. Labor turnover.

Payroll sheet.

11. Recommendations.

1.- 2.- 3.

4. A regular cleaner be employed and made reponsible for condition of work rooms.

5. Guard for elevator shaft on first floor.

6. Rest room where girls could eat their lunch be installed.

7. Chairs should be supplied machine operators in case they want to sit occasionally.

Bakeries + other food products

Richmond, Va.

VIRGINIA SURVEY

From A. Peterson
To Mary Anderson
Subject: -- Investigation Pin Money Pickles Co.
Mrs. E. G. Kill, Owner
a. Address: 1505 W. Marshall
b. Location:
c. Accessible: Accessible

Date: November 8, 1919.

1. Persons interviewed: Mr. J. G. Dill, Supt.

2. Product: Pin Money Pickles (Pickles and bottled gherkins, onions, cauliflower, cantoloupe, etc.)

3. Number of employees: Total 77 Male 49 Female 28 Under 16 None
White " 9 " 28
Colored " 40

4. Hours: Beginning 7:30 a.m. Ending 5 p.m. Saturday 1 p.m.
Lunch period 60 minutes. Number of days 6. Total daily ~~9:30~~
Total weekly ~~53.~~ 48

5. Work-room conditions
a. Description: Four story brick building, cement floors, cement stairs with iron rails. Partition divides building right through center on all floors. Work-rooms in front half, storage space in back half. Work table along East wall of second and fourth floor work-rooms. Barrels of pickels in brine and the bottling apparatus in center of these rooms, and on West wall of second floor room. Fourth floor West side has been partitioned off into a smaller work-room for cutting up of vegetables to be pickled. Twenty women work in this room, four at work table in large room and three at work table on second floor. Men do this pickling.
b. Cleaning: Rooms swept and kept as clean as can be done. Brine spills on floor and it is very difficult to keep it perfectly clean. The floor slopes toward the center of the large work-rooms and a hose is turned on every Saturday.
c. Heating: Steam pipes.
d. Lighting: Natural light adequate, unshaded electric lights installed.
e. Ventilation: Natural ventilation.

6. Occupations
a. List all occupations:
1. Women cut up gherkins, melons, etc.
2. " bottle by hand, put on covers on bottles, paste labels and pack as needed.
b. Describe operations involving hazards or strain, unusual: No hazard, except the strain from sitting on low stools without backs in room where vegetables are cut, and on high stools without backs at work tables. The women hold wooden bowls in their laps in the cutting

6. Occupations
   b. Describe operations involving hazards or strain, unusual: (cont'd.) room in place of working on a table. The work-tables in the large rooms are high, foot rests have not been provided but stools have bracers on which girls can rest feet.
   c. Sitting or standing: All women sit at work.
   d. Seats: Bench stools and round stools and three or four chairs provided. Mr. Dill said he wanted to get adjustable chairs and was glad to have the suggestion.

7. Safety
   a. Firescapes: Firescape on north end of building. Building practically fireproof. Exits not marked.
   b. Guarding machinery: Machinery used is such as not to need much special guarding. Elevators supplied with gates.
   c. Uniform: None.
   d. Doors: Some doors slide but doors into work-room, hallway and stairway opens in.

8. Sanitation:
   a. Drinking facilities (kind and location): Faucet over sinks in work room and water can be had in other places in work-rooms. Workers supposed to bring own glass. No sign up to that effect however.
   b. Washroom
      1. Location and description: None, except shower bath for men on second floor. Three showers but no door even to room, small entrance hall with arch to work room and another to shower room. No curtains or partitions between the sprayers partitioning the shower baths. Mr. Dill stated that "At Y. M. young Africa thinks nothing about it and runs naked in shower rooms as well as in tank."
      2. Soap: None. Some women bring own soap.
      3. Towels: Two soiled roller towels over sink women use on fourth floor.
   c. Toilet
      1. Location and description, number of toilets: Toilet partitioned off in corner of cloak room. One seat. Swept clean but not scrubbed recently. 27 women using it. Mr. Dill stated that three or four were usually absent each day, but inasmuch as they sometimes have 40 women, at least one more should be provided.
      2. Number girls per toilet (seat): 1 toilet 27 women

9. Service and welfare facilities
   a. Lunchroom and restroom (location and description): None, but two burner gas plate on table in small work room on third floor made it possible for women to heat coffee.
   B. Cloak room and locker facilities: Partitioned off small work room on West side, window makes room light and gives outside ventilation. Clothes hang on walls around the room. Lockers are in first floor store room and too far away.

9. Service and welfare facilities (cont'd.)
   c. Health service
      1. First aid equipment: Johnson first aid cabinet in office.
      2. Person in charge: Mr. Dill or office girl.
      3. Health records: None.

10. Employment management
   a. Who hires? Mr. Dill
   b. Who fires? " "
   c. Who transfers? Not much opportunity because of limited kinds of work.
   d. Records: None.
   e. Labor turnover: Most of the employees have been with firm a long time. One old lady is 80. All looked over 40.

11. Recommendations
   1 - 2 - 3
   4. It is recommended that adjustable chairs with backs be provided which can be adjusted to height of worker and table.
   5. It is recommended that cooled water and individual drinking cups be provided.
   6. It is recommended that partitions be put in shower bath room and proper dressing room facilities be provided for the shower room.
   7. It is recommended that toilet facilities be provided to the number of one seat for every 20 women. It is further recommended that the toilet be scrubbed regularly once a week with soap and water.
   8. It is recommended that a lunch room and rest room be provided. That lockers be provided for women's cloak room. It is recommended that cloak room be scrubbed at least once every week.
   9. It is recommended that employment records be kept.

— Virginia —

Clothing

17 Schedules

Virginia-Clothing

Corning, N.Y.

VISITING REPORT.

INO.: A. Peterson
IO: Miss Anderson
NAME OF: Investigation, Fox, Mfg. Co.

accessible.

DATE: 1/16/20

1. Person interviewed:
   Mr. C. A. Corner, mgr.

2. Product: Mill t gloves.
   Canvass top, leather inside, gauntlet.

3. No. of employees:
   All white.
   Total 51 men 15 women 32
   Children - 4 girls.

4. Hours:
   Begin 7:30 a.m. End. 5 p.m. Sat. 12 m.
   Lunch 30 minutes.
   Wages 6 Total daily 9 hrs. Total weekly 49-1/2 hrs.
   Unclear n same.
   Overtime, none.

5. Workroom conditions.
   a. Description. Three story brick, office on storeroom first. Factory 2nd. Storage 3rd. Walls and ceilings white, not freshly done. Floors wood, elevator and stairway connects floors. Stairway side at front. Elevator in back of room. Women's work tables cross room at front. Men's tables around on side and back. Center space used for storage, much waste piled up also.

   b. Cleaning. Stated man cleans, sweeps but not scrub. Floors in need of scrubbing and sweeping.

   c. Heating. Radiators around wall.

   d. Lighting. Unshaded electric lights for general light. Good natural light, front window about 20 inches above tabn height of tables. Electric light on, but hardly needed except in morning.

   e. Natural ventilation. Windows.

6. Occupations.
   a. List all occupations.

Men		Women	
inspectors	2	stitchers	35
cutters	5	foreLady	1
turners and pressers	7		

   b. Describe operations involving hazards or strain, unusual.

None except poor seating, strain of constant sitting.

c. Sitting or standing. All women sit at work.

d. Seats. Most round back kitchen chairs, a few straight chairs, like dining room chairs. Most girls had cushions to raise height of seat.

7. Safety.

a. Firescapes. No firescape or sprinkler but chemical extinguishers installed. Fire hazard, elevator had railing.

b. Guarding machinery. Guarded.

c. Uniforms. None.

d. Doors open in.

8. Sanitation.

a. Drinking facilities. Bubbler center of room.

b. Washroom. Four wash bowls in cost room which has recently been partitioned off. Cold water faucet.
Soap. None. Towels. Individual towels on cards.
Clean.

c. Toilets. Three compartments with doors, in cost room, all new plumbing. Floors need scrubbing.
22 girls 3 seats 10-2/3 to a seat

9. Service and welfare facilities.

a. Lunchroom and restroom. None.

b. Clockroom and locker facilities. Costroom partitioned off in corner. Toilet compartments in this room. Three windows. Bench around wall, presumably to put dresses on. Coats hung around wall, floor needed scrubbing.

c. Toilets.

d. Health service. First aid in office.
Person in charge. Manager.
Records. None.

10. Employment management.

a. Who hires? Mgr.

b. " fires? "

c. Who transfers? Mgr. as needed, but women object to it so very little of it.

d. Records. Payroll and time record.

e. Labor turnover. Rather great, although many have been with firm long time.
Has never figured turnover. Pays 10% bonus and another 10% for regular attendance, helps with some, others not. Begins new girls at $1.25 a day, if they stay a month otherwise only pays them what they earn. Payroll showed some new girls earning from 3¢ to 18¢ and 30¢ first days. Experienced operators from $2.40 to $2.80 and a few over.

11. Recommendations.

1 - 2 - 3.

4. That walls be whitwashed and floors scrubbed at least once every 6 months. That floors be swept every day.

5. That local lights be supplied and all lights shaded as long as hours remain 9 a day.

6. That adjustable chairs with backs be provided.
7. That adequate fire protection be supplied.
8. That washing facilities include hot water and liquid soap.
9. That lunch and rest room be provided.
10. That individual metal lockers be provided and cloakroom kept clean.
11. That definite employment policy be adopted and employment records kept.

Roanoke, Va.

VIRGINIA SURVEY.

TO: Miss Mary Anderson.
FROM: A. Peterson
SUBJECT: Investigation, Carolina Cotton and Woolen Mill Co.

DATE: 1/14/20.

1. Person interviewed: Mr. James, Mgr.

2. Product:
Knit cotton underwear, sewing of garments only.

3. Number of employees.
All white.
Number of employees 110. Men 4 Women 106
Colored 1 " 1
Children under 16, none.

4. Beginning 7.30 a.m. End. 5.25 p.m. Sat. 12.
Lunch period 35 minutes.
Days 6 Total daily 9-1/4 hrs. Weekly ~~50-1/4~~ hrs. 51-1/4
Overtime, none.

5. Workroom conditions.
a. Description. First and second floor of the store building, 3rd floor used by Purity Life. Co. Large oblong room, work tables run length of room. Cutting and packing on first floor. Sewing and inspecting on second.
Every length is cut across by scissors by girls. Large measuring machine, operated by man. Measures off length of folds, daily expecting a cutting machine to do this. Stairway on same wall with elevator on each floor, both used by Purity Co. Ceilings high. Done fresh when company moved into building in May, 1918. Not in great need of redoing. Office on balcony.
b. Cleaning. Colored man cleans. Floors not scrubbed, toilets need cleaning. Not well swept. Mr. James stated that janitor is a night watchman somewhere and so spends much time sleeping. He, Mr. James, expects to get a new watchman. Also cleans 3rd floor.
c. Heating. Radiators, hot water, around walls, Mr. James stated so many have felt cold spells but their plant has been very warm.
d. Plate windows entire front of room. Long windows at back of second floor. Large square ones placed high on first floor. Good natural light. Indirect lighting installed for general light. No local lights, Mr. James, stated, general so good, ~~artificial~~ local lighting not necessary. Workers said not either. Investigator doubtful.

e. Ventilation. Natural. Windows and doors. Electric fans installed on both floors.

6. Occupations.

a. List all occupations.

Women		Men.
Cutting or folding as necessary	13	Colored janitor 1
packing	--	
sewing	52	
inspecting	40	

b. Describe operations involving hazards or strain. None except from constant standing or sitting. Goods is not heavy and girls who cut take turns at other things.

c. Sitting or standing. Packers, folders, cutters stand. Chairs on hand, can sit between times.

d. Seats. Round back kitchen chairs, many sewers had 1 or more cushions to raise seat.

7. Safety.

a. Firescape. Fire escape at back of building. Chemical fire extinguishers and buckets.

b. Guarding machinery. As necessary. Elevator enclosed.

d. Doors. Open in.

c. Uniforms. None, but many girls wore aprons.

8. Sanitation.

a. Drinking facilities (kind and location). Bubbler in workroom.

b. Washrooms. Location and description. Cold water faucet at back of workroom.

2. Soap. Liquid.

3. Towels. No towels unless girls bring own, many do.

c. Toilet. 1. Location and description, number of toilets. Toilet room at back of room on each floor. Windows, 4 compartments on 2nd floor.

90 girls - 4 seats - 22-1/2 per seat.

2 compartments second floor.

13 girls using.

Both needed scrubbing and sweeping. Metal container with cover in corner.

9. Service and welfare facilities. a. Lunchroom and restroom. (Location and description). None except in work-room - a cot. On second floor, not ventilated except over partition. In use, girl asleep.

b. Clothing and locker facilities. Cloaks partitioned off at side of room on both floors. Second floor rather crowded but clothes hung in good order around walls of both. Shelf above for hats. Needed scrubbing and sweeping.

c. Health service. None.

10. a. Who hires? Manager.
    b. " fires? "
    c. " transfers." when needed.
    d. Records. Pay roll only. Keeps record of hours of piece workers. Formerly did pay bonus. Mr. James has only been here 3 months, raised wages and cut out bonus.
    e. Labor turnover. Turnover quite high, because they go home to country. Company expect to move into new plant in June. Will occupy 1st floor and basement of modern fireproof building. Will then keep more elaborate employment cards. Has been studying these in Gass Plant in Brooklyn where he worked during war. Intends employing nurse as employment manager and hopes to reduce turnover and make other improvements. Will provide the most modern equipment, even chairs if Bureau helps. Wants Bureau to send what ever it has been able to collect on plant equipment, lighting, ventilation, washing facilities and drinking facilities, lunchroom cloakroom, etc.

11. ~~Not considered necessary~~ to make recommendations for the present location.

Recommendations

1 - 3

4 [illegible]

5. [illegible]

6 [illegible]

7 [illegible]

8. [illegible]

Roanoke, Va.

VIRGINIA SURVEY.

TO: Miss Anderson
FROM: Agnes Peterson
SUBJECT: Investigation, Triton Mfg. Co.
Location: Campbell Ave.
Accessible

DATE: 1/14/20

1. Person interviewed:
Miss Beahm, bookkeeper.

2. Product:
Muslin underwear.

3. No. of employees:
Total 63 Men 2 Women 61
Children under 16, none
All white

4. Hours:
Beginning 7.30 end. 5.30 Sat. 12m.
Lunch period 45 minutes
Days 6 Total daily 9-20 hrs. Total weekly 52 hrs.
Overtime, none.

5. Workroom conditions:
Description. Third floor, all one room, of department store building. 1st and 2nd floor occupied by Carolina Milling Co. Owned by same people but run as two distinct firms, but use same entrance, elevator and janitor. Pleasant spacious room. Tables run length of room, walls white, done in May, 1919, but in fairly good condition. Girls walk the two flights or use elevator as they prefer. Entrance is through main door on first floor workroom of Carolina plant. Good substantial stairway with railing all way up.
b. Cleaning. Man cleans both factories. Not well swept in either place. Miss Beahm said she thought he never scrubbed, just swept with moistened saw-dust, etc. Toilets not scrubbed and littered with paper.
c. Heating. Radiators around walls, not water, well heated.
d. Lighting. Large windows at front and back of room. Good natural light although none from side. Indirect lighting by electricity installed and needed on cloudy days. No local lights. Workers stated found no need for local lights. Investigator believes in December additional light would be desirable. Mr. Games of Carolina Company thinks so too.
e. Ventilation. Natural. Windows and doors, electric fans installed.

6. Occupations.
List all occupations.

Women		Men	
office	1		
machine operators	40	shipping	1

inspectors	8	manager	1
cutters	2	count janitor in Carolina Court.	
pressers - electric iron	1		
boxing	1		
trimmers	6		

b. Describe operations involving hazards or strain, unusual. None except strain from constant sitting or standing.

c. Sitting or standing. All sit but inspectors and they do at times.

d. Seats. Round back kitchen chairs, almost all used cushions.

7. Safety:
   a. Firescapes. One at back of building. Chemical fire extinguishers and buckets.
   b. Garbage receiver. Burned as necessary. Elevator screened with metal grating. Door opens in.
   c. Exits. None.
   d. Doors open in.
   NOTE: No exits from 2nd or 3rd floor except by one stairway or elevators, except fire escape.

8. Drinking facilities.
   a. Bubbler in workroom.
   b. Restroom. None. 2 sinks with cold water faucets at back of workroom. Liquid soap, no towels, except most girls bring own.

9. Service and welfare facilities. a. Lunchroom and restroom. Location and description. None. Eat in workroom at work tables. Most girls remained, a few went home. Had to rush terribly to get back, lived very near.
   b. Toilet. Toilet room screened off at back of room. Two windows. Floor screened compartments. Waste paper baskets on floor, needs scrubbing, chain flush type. 4 seats 60 girls 15 per seat
   c. Cloakroom and locker facilities. Cloakroom partitioned off near front on side wall. Clothes hang around wall. Shelf above hooks for hats. Clothing in good order, but floor needed sweeping and scrubbing. 2 chairs in cloakroom.

   c. Medical service. First aid cabinet. Miss Beahm in charge.

10. Employment management.
    a. Who hires? Manager
    b. " fires? "
    c. " transfers? " when needed.
    d. Records. Payroll, time record kept of piece workers as well as time workers.
    e. Labor turnover. Fifteen out of the 60 have been there since May a year ago then they started. Many are girls who come in from country for short periods. When they move into new factory now being built they will occupy 2nd floor, and employ about 250. Expect then to keep very careful records of turnover and hope with Carolina plant to place nurse or someone else in position of employment manager.

11. Recommendations.

Same as for Carolina. New building will take care of most of it.

Salem, Va.

VIRGINIA SURVEY.

TO: Miss Anderson
FROM: A. Peterson
SUBJECT: Investigation: Wooden Manufacturing Co.
Location: Accessible.

DATE: 1/13/20.

1. Persons interviewed: Mr. Cross, gen. mgr.
Mrs. M. A. Naff, forelady.

2. Product: Pants.

3. No. of employees:
White 65 minus 2 girls, 63
Total 64 Men 12 Women 52
Colored 1 " 1
Children - girls 2

4. Hours:
Begin. 7.25 a.m. End. 5 p.m. Sat. 12
Lunch period 40 min.
Days 6. Total daily 9.05 hrs. Weekly 50
Overtime, none
Forelady thinks 8 hours would be great, hopes it goes through. Manager said he doesn't care. "More time to loaf". Later in discussing output stated that he doubted that more than 4 would loose money on loss of production by cutting off 1 hour.

5. Workroom conditions.
a. Three story brick building. Office occupies half of first floor, shipping and storage other half. Stairway from street to second floor divides building in front, on 1st and second floor. Second floor is divided into hall, one long room over office. A stairway from second to 3rd floor divides the other half of building across length. Smaller room used for putting on trimmings, back room for storage and long room for cutting. Building in good condition, stairways and floors wood.
All work tables run length of rooms except pressers which runs across. Men only do pressing and cutting. Casing for power pipe offers 12 inch elevation in passageway across room. Hate apt to trip over it. Four rails fence each operators chair on 3rd floor.
b. Cleaning. White man who is sort of general utility man supposed to sweep every night. Doubt that he does so. Floors covered with waste and dust. Second floor and stairways and hall exceedingly dirty and greatly in need of sweeping. Whole place in great need of scrubbing. Floors gone over with disinfectant once a week, but that is only kind of scrubbing given except to toilets which are scrubbed once a week by colored women. Mrs. Naff stated man was "supposed to scrub once a year - poor job". One of the men spits tobacco on or back of radiators and against waste tank standing in room. Forelady asked

especially that investigator speak to Mr. Cross about it. Stated Mr. Cross would be glad of excuse to talk to culprit on report by outsider. Mr. Cross stated he was almost at a loss what to do. "Very glad to find investigator noticed it" . "Trouble is superintendent also chews and he evidently finds it difficult to speak about it, but I am glad of opening to do so." Also stated he would be glad to pass on to superintendent the matter of need of cleaning. Superintendent was not in so investigator did not see him.
Walls and ceiling on third floor recently enameled white, windows clean and shining.

c. Heating. Steam radiators.

d. Lighting. Good natural light. Blinds on windows in trimming room-taken off in other rooms. Large windows all around. No general electric lighting. Local lights over each machine. Some of these had white china bulbs. Forelady stated all liked it better than ordinary bulb and they expected to replace all bulbs with this kind. All lights had flat white china shade. Lights hung high for local lights and ordinary bulb throws rays directly into eyes of workers. Trimmers have unshaded ordinary bulbs, local light. Cutters general light only. Natural light adequate.

e. Ventilation. Natural. Ceilings very high. Electric fans used in summer.

6. Occupations:

a. List all occupations.

Women		Men.	
filling	1	eyelet machine	1
pocket serger	2	stock room	2
plain sewers	32	cutting	4
office	1	pressing	3
button hole	3	office	2
buttons	1		
trimming hooks, belt loops, pockets, etc.	8		
forelady	1		
inspectors	3		

b. Describe operations involving hazards or strain, unusual. None except from constant sitting or standing.

c. Sitting or standing. All sit but inspectors.

d. Seats. Round back kitchen chairs, almost all had 1 or more cushions on chair.

7. Safety.
   a. Firescapes. One fire escape. Chemical extinguishers. Hose on each floor. Water tank with 6 fitted buckets on 3rd floor.
   b. Guarding machinery. Machines guarded. Trap door over elevator. Door opens out.
   c. Uniforms. None.
   d. Doors. Open out.

8. Sanitation.
   a. Drinking facilities (kind and location). Bubbler in 3rd floor. Common drinking cup, tin cup, glass on 2nd floor in hall. Mr. Cross said he had extra bubbler, neglected to put it on. Would do so, glad to be reminded.
   b. Washroom. None, cold water faucet over sink in work room on 3rd floor and in hall on second floor.
      2. Soap, some bring own.
      3. Towels. None, some bring own.
   c. Toilet. Women's toilet built up on elevation, 4 steps high off workroom. 2 compartments, with door, 1 seat in each. Facing workroom. Old fashioned bowl seat, chain flush, when door is opened full view of compartment is exposed. Girls on second floor go up to 3rd.
      2 seats 52 women
      6 to a seat
      Several machines idle, so more are employed at times.

9. Service and welfare facilities.
   a. Lunchroom and restroom (location and description). None.
   b. Cloakroom and locker facilities. None. Hang in workroom.
   c. Health service. First aid equipment. First aid cabinet.
      Person in charge? Superintendent and forelady.
      Records: None.

10. Employment management.
   a. Who hires? Superintendent.
   b. Who fires? " and foreladies
   c. Who transfers? Superintendent and foreladies as needed mostly.
   d. Records. Payroll, foreladies keeps time record of hours.
   e. Labor turnover. Come and go. Mr. Cross stated can't say anything to workers now that they up and quit. No special records kept so have never figured turnover. (Employment blank attached.)

REMARKS:

Beginners get $4.50 and what they earn.
Several were only earning $7 and $8
Day workers $1.50 a day. Mrs. Lamp stated board can be had for $16 a month.

11. 1 - 2 - 3.

4. That floors be scrubbed and walls and ceiling on second floor be whitewashed at least once every 6 months. That floors be carefully swept at least once a day.
5. That adjustable chairs with backs be provided.
6. That sanitary drinking facilities be provided for all floors.
7. That adequate and properly screened toilet facilities be provided.
8. That lunch and restrooms be provided.
9. That cloakroom with metal individual lockers be provided.
10. That definite employment policy be adopted and employment records be kept. That effort be made to pay living wage to keep people from going, as per Mr. Cross.

Richmond, Va.

VIRGINIA SURVEY

TO: Miss Mary Anderson, Director, Women's Bureau.

FROM: Mary J. Schaill

SUBJECT: Investigation: Richmond Drygood Co., Inc.

a. Address: S. 7th St.
b. Accessible:

DATE: November 14th, 1919.

1. Persons interviewed: Mr. Case, Foreman
Mr. E. B. Sydnor, Pres. of Company.

2. Product: Over all suits and middy blouses.

3. Number of Employees:

Total	72
white women	60
colored women	2
colored men	4
white "	6

4. Hours:

Begin work 8 a. m. End 5:30 p. m.
Saturday " ". 8 a. m. " 1 p. m.
Lunch period 30 minutes.

5. Work Room Conditions:

a. Description: First floor large room windows on both sides, low ceilings, machines in rows across the room. Very crowded. Hand finishers sitting around the wall, pressers in back of room, all very crowded. Second floor, long room windows on both sides, southern
b. exposure, low ceiling, foreman stated it was almost unbearable in summer, this used for cutting and stock room, long tables against the walls, where cutting is done, tables in center for stock.

b. Cleaning: Cleaning is done by colored woman.

c. Steam heat:

d. Lighting: Electric lights about 8 ft. from floor.
e. Ventilation: windows - natural.

6. Occupations:

a. List of occupations:

Cutters -	2 men	
Machine operators	40	(white women)
Inspectors - white	10	women
Hand finishers white	10	women
Machinist man	1	white
Pressers women	3	colored

b. Hazards: The usual strain in all piece work, extreme nervous motion of body, noticeable.

c. Sitting, standing: All women seated at sewing machines, also hand finishers, packer and pressers standing.

d. Seats: Chairs with backs, modern kitchen chairs.

7. Safety:

a. Fire escapes: None.
b. Guarding machinery: Motors on machines enclosed belt guarded
c. Uniform: None.

8. Sanitation:

a. Drinking facilities: Tank in lunch room, Company provides ice (2 glasses on top of the tank)
Wash room:
b. ~~4~~ Four wash basins (porcelain) in the toilet connected with the (lunch-cloak room) outside ventilation.

c. Toilet: 4 seats, one nailed up, out of order. 30 girls to each seat.

9. Service and welfare facilities:

a. Lunch room and rest room: Lunch room has outside window, two long tables about 12 ft. long, one entirely covered with boxes of stock, the other clean, and chairs around it, Coffee boiler in corner of room, Company furnish same, also coffee, sugar, and cream.

b. Cloak room: Coats and hats hanging around walls on nails. No provision for colored women.

c. Health Service:
1. First aid equipment: None.
2. Person in charge: None.
3. Health records: None.

Inspector asked one of the girls what happened in case of sickness or accident, stated they put them on the floor, with some of the working material under their heads and if very bad called the city ambulance. Inspector interviewed President of Company and asked him to place a cot and first aid, and he said he would do so at once, no one had ever brought it to his attention.

The place is very warm in summer, and the electric fans are placed on the machines, one operator had work caught in machine and hand so badly hurt she is unable to use same at present time.

11 Recommendations

1-2-3

4. [illegible]

5. Awnings for southern exposure [illegible]

6. Individual glasses or cups

7. Not [illegible] 109 [illegible]

8 [illegible] toilet [illegible]

9 Cloak room

10. First aid equipment + proper [illegible] to administer

11 Electric fans should be placed clear [illegible] on [illegible]

Lynchburg, Va.

VIRGINIA SURVEY

From A. Peterson
To Miss Anierson
Subject: Investigation -- Jobbers Overall Co.
a. Address: Capitol Hill
b. Location:
c. Accessible: Accessible.

Date: December 5, 1919.

1. Persons interviewed: Miss Mary Brightwell, Head nurse
Miss Shaner, Assistant nurse
Woman bookkeeper.
Mr. Shaner, In charge cutting room.
Forelady each operating room.

2. Product: Overalls.

3. Number of employees:

Total 1194	Men 62	Women 1132	Under 16 None	
White 1153	" 37	" 1116		
Colored 41	" 25	" 16		

Numbers given are nearer those actually at work than the number enrolled. Total number on pay rolls were 1200.

4. Hours: Beginning 8 a.m. Ending 4:36 p.m. Saturday 12 M. Lunch period 45 min. Number of days 6. Total daily 8:06 Total weekly 44:30
Overtime: Miss Shaner stated that only occasionally did women work overtime, but that cutters stayed off and on. Believed some women worked Thanksgiving. They got "double time" but was not certain. Y. W. worker talked with girls last week who had earned $70 and some cents last week, which proves that overtime was worked to a great extent. Miss Brightwell gave earnings for operators as ranging from $18 to $40 per week. Talked with girls working in plant at Y. W. and overtime of 30 minutes or so is not unusual if a department is behind. Pay time and a half for overtime.

5. Work-room conditions
a. Description: Large three story fireproof building. Windows all around. Three wide stairways of concrete with iron hand rails, inclosed in fire wall. Building two years old and modern in every way. Cutting third floor West, operating third floor East, second floor East, second floor West, and first floor East, shipping first floor West.
b. Cleaning: Thirteen colored women clean all the time. All floors swept and clean, "Scrubbed more than once every six months". Toilets scrubbed every day. Wash basins immaculate and every corner of building clean.
c. Heating: Radiators around wall under each window sections. Girls next radiator must get too warm--asbestos screen should be provided. Forelady stated two or three had complained. Tables run out from windows.
d. Lighting: Natural light sufficient. Seemed sufficient but local lights were in use on first floor work-room and in center of second floor large room used for inspecting. Large shelves cut light from one side and stairway from the other, but not enough to make local lights

5. Work-room conditions

d. Lighting (cont'd.)

absolutely necessary. Local lights low and extended toward work. Shaded with green shades covering one half of bulb so that rays fall only on work and do not reflect into eyes of the worker. Awnings on West. East and South sides frosted windows.

e. Ventilation: Natural. Windows all have one section to open. Were open on day of visit and air was very good. All toilet rooms and cloak room have at least one whole window section. Some have two. Windows open here also. Stated that the window opening is not sufficient in hot weather, too high and square of about three feet only.

6. Occupations

a. List all occupations:

Women

Sewing overalls	845	
Felling	120	
Tacking	25	
Putting on buttons	24	
Button holes	14	
Inspecting	54	
Foreladies	4	
Miscellaneous (hand)	6	
Cleaning (colored)	13	
" (white)	18	
Cafeteria (colored)	3	
(white)	2	Total white 895; colored 15

Men

Cutting	(white)	6
Spreading	"	6
Assembling	"	3
Tying up	"	2
Foreman	"	1
Shipping	"	3
	(colored)	25
Office	(white)	6
Machinists and helpers (white)		10
		Total 62

b. Describe operations involving hazards or strain, unusual: None, except strain from constant sitting or constant standing at work.

c. Sitting or standing: All sit at work but inspectors, foreladies and cafeteria help and cleaners, and woman who takes back bad work.

d. Seats: Ordinary chairs, most with cane seat and rod across front to hold seat. Forelady stated some had trouble with chairs and she believed they cut circulation more than ordinary kitchen chairs. Was pleased to hear about adjustable chairs

7. Safety
   a. Firescapes: Three fire exits, inclosed concrete stairway. Sprinkler system throughout building. Instantaneous fire extinguishers in every room.
   b. Guarding machinery: Machinery guarded. Elevators inclosed, with fire doors.
   c. Uniform: None.
   d. Doors: Open out.

8. Sanitation
   a. Drinking facilities (kind and location): Bubblers in each work-room. Very good bubbler, only one cup, large and low so not possible to touch anything but water.
   ~~b. Cloak room and locker facilities~~
   b. Washroom
      1. Location and description: White enameled wash bowls in each toilet room. Third floor East room and five from cutting room; 237 girls, two washrooms, one with 8 wash bowls, one with 7. Second floor East room: Two wash rooms, 8 bowls each, 236 girls. Second floor West room: Two rooms, 20 bowls 395 girls. First floor East: Two rooms, 16 wash bowls, 228 girls.
      2. Soap: Liquid soap provided.
      3. Towels: Sanitary towels provided.
   c. Toilet
      1. Location and description, number of toilets: Third floor East: 2 rooms, toilets screened, 7 seats each room, 14 seats, 225 girls 16-1/14 per seat. Second floor East: 2 rooms, 14 seats, 236 girls, 17-4/7 per seat. Second floor West: 2 rooms, 14 seats, 398 girls, 28-1/7 per seat. First floor East: 2 rooms, 14 seats, 227 girls, 16-13/14 per seat. Toilets all clean and well kept, windows open and air fresh. Colored women's and office not visited. Certain to be adequate and clean.
      2. Number girls per toilet (seat): (See above)

9. Service and welfare facilities:
   a. Lunchroom and restroom (location and description): Cafeteria on Ground floor, half of room used for storage. Chairs with individual tray arrangement, no tables. Windows two sides. Pleasant and clean. Was formerly on first floor, then where it is. New building ~~xx~~ being erected and to be put there after completion. No special rest room. Cafeteria building too large to use cafeteria for rest room.
   b. Cloak room and locker facilities: Cloak rooms either adjoining or on passageway to each toilet room. Some of them are in entire separate room, others are part of passageway to toilet room and cloak room part screened off by metal screen and locked. Hooks are on one row on wall around the room and there are not a sufficient number of hooks. Two and three coats hung on one hook and some of girls hang coats on rod extension across windows in work rooms. No lockers are provided. The only work-room where hanging space is not overcrowded is on first floor. The cloak rooms all had windows open and center of room empty so racks would remedy lack of hooks on which to hang wraps. Immaculately clean. Day nursery in dormitory. About 50

9. Service and welfare facilities
   b. Cloak room and locker facilities(continued)
      women bring children. No charges. Dormitory rooms 250. $4 per week, 2 meals.
   c. Health Service
      1. First aid equipment: Hospital room with one cot in center of building on second floor. Three nurses, Miss Brightwell in charge. Conduct regular Public Health work. Sees they go to hospital, home visits to employees ill. Attached pamphlet explains insurance system. Hospital room now crowded, has been moved from large room recently, space needed for goods. Will also be located in new building when completed.
      2. Person in charge: (See above)
      3. Health records:

10. Employment management
   a. Who hires? Head nurse employees all women. After a month they either join union or leave. Foreman in Cutting Room hires in his department. Foreman Shipping Room does the same. Office employees hired by office head.
   b. Who fires? Union rules govern firing.
   c. Who transfers? " " " transfers.
   d. Records: Daily records kept in Hospital room. Full records kept for past five years.
   e. Labor turnover: Turnover has not been figured, Miss Brightwell stated, but she believed it would be considerable. New girls come for a few months, while a lot remain and have been with company since establishment. Effort will be made to interview Mr. Barrow, the owner, on this in January if time prevents now. Investigator found Miss Brightwell's statement of minimum wage incorrect. Forelady and workers stated $11.50 with bonus, Miss Brightwell gave it $11.50 and bonus of $3.50 or $15. Since learned from Miss Creasy, forelady in other factory, that guarantee is $11 for full time, if $12.50 is made, bonus of $2.50 is added. Bonus goes on up as earnings increase.

11. Recommendations:
   That eight-hour day be lived up to and record of hours of work of piece workers be kept.
   4. That asbestos screens be placed between radiator and operators sitting next to it.
   5. That adjustable chairs with backs be provided for all employees.
   6. That rest room be provided.
   7. That better hanging arrangement be provided for cloak rooms. Shelves built in with rod under for hanging coats on hangers would greatly improve present arrangement.

Norfolk, Virginia.

VIRGINIA SURVEY

From Helen Bryan
To Mary Anderson, Director, Women's Bureau
Subject: Investigation Mar-Hof Co. Inc.
a. Address: 1515 Monticello Ave.
b. Location: 10 minutes from business center of city
c. Accessible: Accessible

Date December 5, 1919

1. Persons interviewed: Mr. J. A. Young, Asst. Foreman
Mrs. Spratt, Forelady
Employee, machine operator

2. Product: Cotton, linen, woolen, misses blouses and skirts, girls' and childrens' sailor caps

3. Number of employees: Total: 53 Men:- White 5 Colored 2
Women " 35 " 11
Under 16: None

4. Hours: Beginning 8 a.m. Ending 5 p.m. Saturday 1 p.m.
Lunch period half hour. No overtime.

5. Work-room conditions:
a. Description: Two story, fairly well built, brick building with brick walls unplastered on inside. Two work rooms, one covering entire first floor and the other entire second floor. All white women employees on second floor (machine operators, etc). Colored women workers in back of first floor workroom. (First floor used for cutting room pressers, shipping, etc.) Wooden stairs with wooden railing, not inclosed. Cotton cloth hung over South window to keep out light.
b. Cleaning: Two colored men clean up work rooms in morning. One colored man does the sweeping. Sweeps floors with oil. Mr. Young says floors are not scrubbed. Floors of workroom clean but toilet room floor dirty and messy.
c. Heating: Steam radiators around walls of workrooms. Stoves in center of second floor workroom used on extremely cold days.
d. Lighting: Windows on four sides of both first and second floor work rooms. Two rows of sewing machines facing against each other provided with one small, unshaded electric drop light every two machines in a row or rather every four machines as the rows face each other.
e. Ventilation: Air in work room not very fresh on day of visit because not enough windows were open. Could be adequately and comfortably ventilated by windows.

6. Occupations
a. List all occupations: Power sewing machine operators --31 white women (28 of these on one needle machines and 3 on two needle machine, feather stitching machine and button and buttonhole machine), 3 doing hand ~~xxxx~~ sewing--sewing on emblems, etc., 1 inspector, 1 forelady. Pressers -- 11 colored women.

6. Occupations:
   a. List all occupations: (con't'd).
      Cutters, machine repairer -- 5 white men
      Cleaners and general helpers -- 2 colored men.
   b. Describe operations involving hazards or strain, unusual:
      From speed of machines and sewing needles through fingers.
   c. Sitting or standing: Pressers stand. Machine operators have old fashioned kitchen type of chair.
   d. Seats: Machine operators have old fashioned kitchen type of chair.

7. Safety:
   a. Firescapes: No firescapes.
   b. Outside escapes: No [illegible].
   c. Uniforms: No uniforms
   d. Doors:

8. Sanitation
   a. Floors, partitions (ceiling, walls, doors)
      Floors good in [illegible] floors [illegible]. [illegible] over size of [illegible] floors - dirty after or dirty. [illegible].
   b. Lavatory
      1. Condition, description: White chairs similar [illegible] of [illegible] rooms.
      2. Soap: [illegible] soap [illegible].
      3. Towels: One to [illegible] towels.
   c. Toilets
      1. Location and condition, [illegible] cleaning: One for colored women on first floor, built in somewhere. Three on second floor for [illegible] employees built in corner of [illegible]. Dirty floors, etc. One employee says [illegible] toilets do not flush properly. 1 toilet for [illegible] women, 1 [illegible] to [illegible].
      2. Number of girls per toilet (men): "

9. Service and welfare facilities
   a. Lunchroom and restroom (location and condition): No lunch room and no rest room.
   b. Cloak room and locker facilities:
      No lockers and no cloak room. Rack for hats and coats at back of work room. Some wraps hanging in toilets.
   c. Health service
      1. First aid equipment: No first aid equipment or health service.
      2. Person in charge:
      3. Health records:

10. Employment management
   a. Who hires? Mr. Porflin, the manager.
   b. Who fires? " " " "
   c. Who transfers. No transfers from departments outside [illegible] manager transfer to different machines.
   d. Records: No labor turnover record kept except payroll sheet.
   e. Labor turnover:

11. Recommendations:

1 - 2 - 3

4. Larger building needed to properly house work. Regular shades or awnings should be put on south windows as workroom extremely hot and uncomfortable in Summer.
5. Floor should be scrubbed once in a while and toilets kept cleaner.
6. Drop lights over each two machines facing each other and all drop lights should be shaded. Awnings should be placed at south windows.
7. Regulation requiring windows to be open sufficiently at top to permit sufficient fresh air.
8. Speeding on machines should be stopped in order to safeguard health.
9. Seats with backs should be provided colored employees and opportunity given them at regular intervals to use them for rest.
10. Individual drinking cups should be provided.
11. A washroom should be built and equipped with a sufficient number of sanitary basins, hot and cold running water, individual towels and liquid soap.
12. Toilets should be partitioned off from workrooms so that doors do not open directly into workroom. The plumbing should be in condition to allow sanitation and cleanliness. They should flush.
13. A room to be used as lunch and rest room should be provided. A sanitary cot at one end and tables and chairs at the other.
14. A cloak or dressing room should be provided, equipped with individual full sized steel lockers for each employee.
15. First aid equipment should be provided with properly qualified person in charge. Health records kept.
16. A definite employment policy should be adopted. Records of hirings separations, transfers, wages, promotions, demotions and labor turnover should be kept.
17. The present building used by the Mar-Hof Co. has not enough floor space to allow for carrying out recommendations 11, 12, 13, and 14, and it is recommended that if it is expected to continue on the present scale of production with present number or employees ~~xxxlartgxy~~ a larger building be secured.